Negotiated Working Conditions
In Alberta
Collective Agreements
1989

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FOREWORD

I am pleased to provide the ninth edition of **Negotiated Working Conditions in Alberta Collective Agreements** which was first produced in 1978. Users of previous editions continue to express a high level of interest in working conditions as contained in the provisions of Alberta collective agreements. It is hoped that this publication will again help to meet this information need.

Since the 1984 edition, only agreements covering 100 or more employees have been included in this publication. The 1989 edition is based on 257 agreements covering 162,810 of all employees covered by collective agreements filed with the Alberta Department of Labour.

The first section of the publication contains data on an industrial composite basis for all of the 257 agreements. The remaining sections give details on collective agreements from seven industry divisions: mining; manufacturing; construction; transportation, communications and utilities; trade; service; and public administration. Request for details based on more specific industries within the seven divisions may be directed to the Statistics and Information Unit, Planning and Research Branch (427-8531).

The prompt filing of collective agreements by employers and unions following negotiations makes the publication of more timely information possible.

The report was prepared by the Statistics and Information Unit of the Planning and Research Branch.

Janet Howell

Janet E. Howell, Director
Planning and Research Branch
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Alberta Labour

February 1989

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INTRODUCTION

Collective bargaining agreements provide a valuable source of information on the nature of working conditions and plant operations as well as job and union security in addition to many of the day to day aspects of employer-employee and union-management relationships. Also, they reflect the diversity of employment conditions among industries and companies, and the scope of the issues over which bargaining takes place. This report presents, in summary form, information on the frequency of occurrence of clauses in the selected Alberta agreements. It highlights trends, measures the prevalence and characteristics of particular provisions, and details the types and levels of non-wage benefits.

The data were obtained from the most current collective agreements on file with Alberta Labour on December 1, 1988 which cover 100 or more employees. The 257 agreements included in the study cover 162,810 employees or 60.3 per cent of the 270,099 employees covered by all 1,285 agreements.

In order to provide a breakdown of the information at the industry division level, the collective agreements are classified according to the Standard Industrial Classification Manual (Statistics Canada, 1970). Industry classification is based on the principal activity of the employers in Alberta. The following table indicates agreements and employees covered by the analysis as a proportion of the total by industry.

Agreements and Employees Covered in the 1989 Report
Compared to Total Number of Agreements on File

	Total Agreements on File		Agreements Included in Publication			
Industry	Number	Employees	Number	% of Total	Employees	% of Total
Mining	32	3,637	9	27.2	2,804	77.1
Manufacturing	332	22,307	71	21.4	14,058	63.0
Construction	163	55,411	23	14.1	16,332	29.5
Transp., Communication, Utilities	123	24,172	27	22.0	20,252	83.8
Trade	113	15,722	25	22.1	12,789	81.3
Service*	423**	101,827**	70	16.6	51,849	50.9
Public Administration*	99	47,021	32	32.3	44,726	95.1
Industrial Composite (Total of Above)	**1,285**	**270,099**	**257**	**20.0**	**162,810**	**60.3**

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* The Service Industry includes support staff, hospital and health care institution staff. Public Administration includes municipal, county, and provincial government employees. Transit, power plant, and telephone employees are included in the Transportation, Communications and Utilities Division.

** This number includes 111 teacher/academic staff association agreements covering 33,525 employees. Because of the unique nature of teacher collective agreements they are not included in the agreements analysed in this publication.

It should be noted that the employee counts given are based on information gathered at the beginning of the term of the agreements reported and may not be representative of actual employee counts now. In light of the dramatic changes in the Alberta economy in recent years it is likely that the given figures, at least in some industry sectors, are substantially changed.

The coding of collective agreement provisions for computer input requires subjective interpretation by analysts. To reduce the possibility of error, clarification was requested from the parties whenever it was required. The cooperation and assistance willingly and generously provided is much appreciated.

This publication is produced in a form which we believe provides a useful overview of the frequency and nature of negotiated working conditions in Alberta. Any inquiries regarding collective agreement information are welcome.

Further information or copies of this publication may be obtained by writing or phoning:

Statistics and Information Unit
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DEFINITIONS

1. **DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION**
The economic regions used to indicate the geographical distribution of the collective agreements are those developed by Statistics Canada for its Labour Force Survey. Each economic region contains certain specified census divisions which have been developed by Statistics Canada for census taking purposes. Each village, town and city in Alberta is allotted a unique code so that collective agreements can be classified according to the geographical location of the bargaining unit involved. A map of Alberta showing the location of the various economic regions and census divisions is included in Appendix I.

2. **DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**
Urban centres are those towns or cities with a population of 5,000 people or more. Urban centres having collective agreements are listed by the economic regions in which they are located. Agreements covering bargaining units in locations with fewer than 5,000 people are included in the data under the heading REMAINDER.

3. **TYPE OF BARGAINING UNIT COVERED**
The following definitions were used in the analysis of collective agreements:

Non-Office Employees "Non-Office" refers to employees in the bargaining unit performing the following types of work: production of goods and services, driver-sales work, maintenance, retail sales, warehousing and related work, fire-fighting, security, operating trucks and equipment, construction.

Office Employees "Office" refers to employees engaged in the following types of work: office clerical and secretarial, technical, accounting, administration, drafting, data processing.

Professional Employees "Professional" refers to employees classified as nurses, engineers, chemists, newspaper editors and reporters, writers for stage, screen, radio and television, musicians and other performing artists.

4. **UNION MEMBERSHIP REQUIREMENTS**
The following definitions were used in the analysis of collective agreements;

Closed Shop All employees in the bargaining unit must be members of the union when hired and must remain members during employment.

Union Shop All employees in the bargaining unit must become members of the union within a specified period and must remain members during employment.

Modified Union Shop Same as "Union Shop", however, certain groups of employees are exempt. For example, employees hired before a certain date, those who were not members before the agreement took effect and those with religious objections.

Maintenance Of Membership requires only present and future members of the union to remain members for the duration of the agreement, or for some specified period of time. No one is required to join as a condition of continuous employment.

5. **STANDARD DAILY HOURS**
Standard daily hours refers to the daily hours in a normal work-day. If shift work is involved, it is the number of hours for day shift workers. If a compressed work week or flex time work schedule was in effect, the normal or standard hours were used for analysis.

6. **OVERTIME RATE ON SIXTH DAY**
This also refers to overtime rate on the first regularly scheduled day off in cases where a work week shorter or longer then a five-day week is in effect. The same concept holds true for "Overtime Rate on Seventh Day".

7. **PAID VACATION**
Many construction industry agreements do not specify paid time off for vacation but do provide for pay in lieu of vacation.

8. **PAID SICK LEAVE**
This table pertains to provisions in collective agreements which provide paid casual sick leave or paid short term illness leave not financed through the purchase of insurance. Clauses which provide for any type of paid sick leave plan that is financed through the purchase of insurance, paid either in whole or in part by the employer or the employee are found under Weekly Sickness and Accident Indemnity, Tables 142, 143 and 144.

9. **INJURY PAY PROVISIONS**
Injury pay provisions specify that employees injured on the job and unable to complete the shift will receive pay for the uncompleted portion of the shift.

10. **GRIEVANCE AND ARBITRATION PAY PROVISIONS**
These provisions specify that union representatives will be granted time off or will receive pay for time spent handling grievances and arbitrations.

11. **NEGOTIATION PAY PROVISIONS**
These provisions specify that union representatives will receive full or partial pay for time spent on agreement negotiations.

12. **ON-THE-JOB TRAINING PROVISIONS**
This table refers to provisions for learning a job at the work site during working hours in order to prepare present employees for advancement to higher grades. It also refers to provisions allowing non-bargaining unit employees to gain experience in production processes on a short-term basis. It does not refer to training programs for newly hired bargaining unit employees.

13. **SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

Severance Pay Plans provide a money payment, in additions to regular wages or salary earned, to employees whose employment has been terminated. The payment may be made in a lump sum or installments. Severance Pay may also be referred to as termination pay, dismissal allowance, preparation benefit and discontinuous or displacement wage. Permanent termination with loss of seniority rights always results from implementation of these plans.

Lay-Off Benefit Plans provide payments to laid off employees where the lay-off is not permanent.

14. **MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS**
These plans ensure employees against heavy medical expenses resulting from prolonged or serious illness or injuries. Extended health care plans provided by Blue Cross are an example.

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SECTION I

INDUSTRIAL COMPOSITE

(Includes All Agreements Analysed for this Publication)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1988	115	44.7	84,131	51.7
JANUARY	4	1.6	8,200	5.0
MARCH	38	14.8	41,636	25.6
APRIL	6	2.3	3,664	2.3
MAY	3	1.2	590	.4
JUNE	14	5.4	4,640	2.8
JULY	1	.4	102	.1
AUGUST	9	3.5	5,362	3.3
SEPTEMBER	2	.8	534	.3
OCTOBER	3	1.2	537	.3
NOVEMBER	5	1.9	821	.5
DECEMBER	30	11.7	18,045	11.1
1989	75	29.2	38,974	23.9
FEBRUARY	7	2.7	4,367	2.7
MARCH	19	7.4	15,889	9.8
APRIL	6	2.3	1,800	1.1
MAY	2	.8	286	.2
JUNE	14	5.4	3,525	2.2
JULY	2	.8	229	.1
AUGUST	7	2.7	1,840	1.1
SEPTEMBER	4	1.6	1,531	.9
OCTOBER	2	.8	302	.2
NOVEMBER	2	.8	355	.2
DECEMBER	10	3.9	8,850	5.4
1990	48	18.7	27,785	17.1
JANUARY	4	1.6	1,300	.8
FEBRUARY	2	.8	280	.2
MARCH	18	7.0	14,785	9.1
APRIL	4	1.6	3,034	1.9
MAY	2	.8	1,023	.6
JUNE	2	.8	357	.2
JULY	4	1.6	878	.5
AUGUST	1	.4	1,100	.7
SEPTEMBER	2	.8	1,357	.8
OCTOBER	5	1.9	2,545	1.6
DECEMBER	4	1.6	1,126	.7
1991 AND LATER	19	7.4	11,920	7.3
FEBRUARY	1	.4	300	.2
MARCH	6	2.3	816	.5
APRIL	8	3.1	9,539	5.9
MAY	1	.4	130	.1
JULY	1	.4	525	.3
AUGUST	2	.8	610	.4
TOTAL	257	100.0	162,810	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	9	3.5	1,673	1.0
CENSUS DIVISION NO. 1	7	2.7	1,373	.8
CENSUS DIVISION NO. 4	1	.4	180	.1
MULTIPLE CENSUS DIVISIONS	1	.4	120	.1
LETHBRIDGE	17	6.6	3,524	2.2
CENSUS DIVISION NO. 2	14	5.4	3,117	1.9
CENSUS DIVISION NO. 3	2	.8	287	.2
MULTIPLE CENSUS DIVISIONS	1	.4	120	.1
CALGARY / DRUMHELLER	55	21.4	28,623	17.6
CENSUS DIVISION NO. 6	55	21.4	28,623	17.6
THE PARKS	9	3.5	2,239	1.4
CENSUS DIVISION NO. 9	2	.8	476	.3
CENSUS DIVISION NO. 14	6	2.3	1,502	.9
MULTIPLE CENSUS DIVISIONS	1	.4	261	.2
RED DEER / WAINWRIGHT	9	3.5	1,807	1.1
CENSUS DIVISION NO. 8	9	3.5	1,807	1.1
EDMONTON / LLOYDMIN.	82	31.9	41,623	25.6
CENSUS DIVISION NO. 10	1	.4	123	.1
CENSUS DIVISION NO. 11	79	30.7	40,732	25.0
MULTIPLE CENSUS DIVISIONS	2	.8	768	.5
PEACE RIVER	9	3.5	1,437	.9
CENSUS DIVISION NO. 15	9	3.5	1,437	.9
ATHABASCA	7	2.7	3,251	2.0
CENSUS DIVISION NO. 12	6	2.3	3,091	1.9
CENSUS DIVISION NO. 13	1	.4	160	.1
INTER-REGIONAL	21	8.2	6,221	3.8
PROVINCE WIDE	39	15.2	72,412	44.5
TOTAL	257	100.0	162,810	100.0

*For explanation see number 1 in the Definitions on page VIII.

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE*

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	9	3.5	1,673	1.0
MEDICINE HAT	6	2.3	923	.6
REMAINDER	3	1.2	750	.5
LETHBRIDGE	17	6.6	3,524	2.2
LETHBRIDGE	13	5.1	3,017	1.9
TABER	1	.4	100	.1
REMAINDER	3	1.2	407	.2
CALGARY / DRUMHELLER	55	21.4	28,623	17.6
CALGARY	53	20.6	28,413	17.5
REMAINDER	2	.8	210	.1
THE PARKS	9	3.5	2,239	1.4
HINTON	3	1.2	915	.6
REMAINDER	6	2.3	1,324	.8
RED DEER / WAINWRIGHT	9	3.5	1,807	1.1
PONOKA COUNTY NO 3	1	.4	138	.1
RED DEER	6	2.3	1,342	.8
REMAINDER	2	.8	327	.2
EDMONTON / LLOYDMIN.	82	31.9	41,623	25.6
EDMONTON	72	28.0	38,842	23.9
FORT SASKATCHEWAN	3	1.2	840	.5
PARKLAND COUNTY NO 31	2	.8	500	.3
ST ALBERT	1	.4	150	.1
REMAINDER	4	1.6	1,291	.8
PEACE RIVER	9	3.5	1,437	.9
REMAINDER	9	3.5	1,437	.9
ATHABASCA	7	2.7	3,251	2.0
FORT MCMURRAY	4	1.6	1,636	1.0
REMAINDER	3	1.2	1,615	1.0
TWO OR MORE REGIONS	21	8.2	6,221	3.8
PROVINCE WIDE	39	15.2	72,412	44.5
TOTAL	257	100.0	162,810	100.0

*For explanation see number 2 in the Definitions on page VIII.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	35	13.6	37,072	22.8
AARNA	3	1.2	5,520	3.4
ALTA BRHD DAIRY EMPLOYEES	2	.8	314	.2
AMALGAMATED TRANSIT	2	.8	2,953	1.8
BAKERY WORKERS	1	.4	121	.1
BOILERMAKERS	5	1.9	590	.4
BRICKLAYERS	2	.8	780	.5
C. U. P. E.	33	12.8	20,201	12.4
C.L.C. DIRECTLY CHARTERED	2	.8	450	.3
CANADIAN PAPERWORKERS	1	.4	525	.3
CARPENTERS	2	.8	400	.2
CDN AUTO WORKERS	1	.4	200	.1
ELECTRICAL WORKERS	8	3.1	10,246	6.3
EMPLOYEES ASSOCIATION	35	13.6	23,046	14.2
ENERGY & CHEMICAL WORKERS	11	4.3	3,256	2.0
FIREFIGHTERS	2	.8	2,088	1.3
GARMENT WORKERS	1	.4	425	.3
GLASSWORKERS	2	.8	570	.4
GRAPHIC COMMUNICATIONS	1	.4	180	.1
HEALTH SCIENCE ASSOCIATION	2	.8	3,765	2.3
HEAVY EQUIPMENT TRADES	1	.4	600	.4
HOSPITAL EMPLOYEES UNION	3	1.2	1,902	1.2
HOTEL & RESTAURANT EMPL	1	.4	200	.1
IRON WORKERS	5	1.9	1,657	1.0
IWA CANADA	7	2.7	838	.5
LABOURERS	2	.8	430	.3
LADIES' GARMENT WORKERS	1	.4	160	.1
MACHINISTS	1	.4	175	.1
MINE WORKERS	2	.8	369	.2
MULTI-UNION	9	3.5	3,228	2.0
OPERATING ENGINEERS	8	3.1	6,573	4.0
PLUMBERS	4	1.6	4,280	2.6
RAILWAY WORKERS	3	1.2	797	.5
RETAIL WHOLESALE UNION	5	1.9	630	.4

CONTINUED...

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS
(...CONTINUED)

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
RUBBER WORKERS	1	.4	110	.1
STEELWORKERS	6	2.3	1,712	1.1
TEAMSTERS	13	5.1	3,116	1.9
UNITED FOOD & COMM. WORKERS	31	12.1	10,856	6.7
UNITED NURSES OF ALBERTA	3	1.2	12,475	7.7
TOTAL	257	100.0	162,810	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	10	3.9	14,199	8.7
ONE YEAR	19	7.4	8,885	5.5
BETWEEN ONE AND TWO YEARS	47	18.3	52,443	32.2
TWO YEARS	100	38.9	48,864	30.0
BETWEEN TWO AND THREE YEARS	30	11.7	19,314	11.9
THREE YEARS	46	17.9	16,477	10.1
MORE THAN THREE YEARS	5	1.9	2,628	1.6
TOTAL	257	100.0	162,810	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	104	40.5	13,877	8.5
200 - 499 EMPLOYEES	82	31.9	25,015	15.4
500 - 999 EMPLOYEES	28	10.9	19,779	12.1
1,000 OR MORE EMPLOYEES	43	16.7	104,139	64.0
TOTAL	257	100.0	162,810	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	170	66.1	75,216	46.2
OFFICE EMPLOYEES	12	4.7	23,059	14.2
PROFESSIONAL EMPLOYEES	9	3.5	18,590	11.4
NON-OFFICE AND OFFICE EMPLOYEES	50	19.5	35,123	21.6
NON-OFFICE AND PROFESSIONAL EMPLOYEES	3	1.2	765	.5
OFFICE AND PROFESSIONAL EMPLOYEES	6	2.3	2,774	1.7
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	7	2.7	7,283	4.5
TOTAL	257	100.0	162,810	100.0

*For explanation see number 3 in Definitions on page VIII.

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	52	20.2	16,282	10.0
UNION MEMBERSHIP	87	33.9	62,264	38.2
RACE, RELIGION	1	.4	155	.1
RACE, RELIGION, SEX, AGE	2	.8	3,500	2.1
RACE, RELIGION, UNION MEMBERSHIP	1	.4	300	.2
RACE, RELIGION, UNION MEMBERSHIP, SEX	1	.4	100	.1
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	2	.8	280	.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	2	.8	495	.3
RACE, RELIGION, NATIONALITY, SEX	8	3.1	6,064	3.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	20	7.8	9,020	5.5
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	18	7.0	13,560	8.3
RACE, RELIGION, NATIONALITY, SEX, AGE	4	1.6	1,294	.8
RACE, RELIGION, UNION MEMBERSHIP, AGE, SEX, MARITAL STATUS	3	1.2	681	.4
RACE, RELIGION, NATIONALITY, SEX, MARITAL STATUS	1	.4	418	.3
RACE, RELIGION, NATIONALITY, SEX, AGE, MARITAL STATUS	2	.8	503	.3
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	31	12.1	18,016	11.1
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, MARITAL STATUS	4	1.6	1,650	1.0
SEXUAL PREFERANCE	1	.4	110	.1
COMBINATION OF ANY PREJUDICES, INCLUDING SEXUAL PREFERANCE	9	3.5	22,467	13.8
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	5	1.9	930	.6
OTHER	3	1.2	4,721	2.9
TOTAL	257	100.0	162,810	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	10.5	9,720	6.0
GENERAL STATEMENT OF MANAGEMENT RIGHTS	33	12.8	17,664	10.8
ENUMERATED LIST OF MANAGEMENT RIGHTS	38	14.8	16,534	10.2
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	78	30.4	65,398	40.2
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	81	31.5	53,494	32.9
TOTAL	257	100.0	162,810	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS*

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	26.1	57,463	35.3
CLOSED SHOP	31	12.1	19,605	12.0
UNION SHOP	87	33.9	23,909	14.7
MODIFIED UNION SHOP	34	13.2	35,492	21.8
MAINTENANCE OF MEMBERSHIP	20	7.8	12,261	7.5
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	18	7.0	14,080	8.6
TOTAL	257	100.0	162,810	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	3.1	2,361	1.5
DUES CHECK-OFF ONLY	124	48.2	108,391	66.6
DUES AND INITIATION FEES	44	17.1	17,642	10.8
DUES AND ASSESSMENTS	10	3.9	2,658	1.6
DUES AND FINES	1	.4	117	.1
DUES, INITIATION FEES AND ASSESSMENTS	61	23.7	29,481	18.1
DUES, INITIATION FEES AND FINES	1	.4	425	.3
DUES, ASSESSMENTS AND FINES	1	.4	175	.1
DUES, INITIATION FEES, ASSESSMENTS AND FINES	6	2.3	1,452	.9
OTHER	1	.4	108	.1
TOTAL	257	100.0	162,810	100.0

*For explanation see number 4 in the Definitions on page VIII.

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	4.7	4,103	2.5
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	216	84.0	145,858	89.6
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	3	1.2	743	.5
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE & PRESENT DUES-PAYING EMPL	2	.8	4,955	3.0
COMPULSORY FOR UNION MEMBERS	3	1.2	405	.2
COMPULSORY FOR NEW EMPLOYEES	4	1.6	510	.3
COMPULSORY FOR UNION MEMBERS AND NEW EMPLOYEES	2	.8	204	.1
COMPULSORY FOR NEW EMPLOYEES AND PRESENT DUES-PAYING EMPLOYEES	1	.4	120	.1
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	5	1.9	3,335	2.0
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	9	3.5	2,577	1.6
TOTAL	257	100.0	162,810	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	11.7	18,525	11.4
20 CALENDAR DAYS	1	.4	500	.3
30 CALENDAR DAYS	14	5.4	4,433	2.7
45 CALENDAR DAYS	3	1.2	520	.3
60 CALENDAR DAYS	7	2.7	1,496	.9
90 CALENDAR DAYS	10	3.9	2,386	1.5
120 CALENDAR DAYS	4	1.6	1,269	.8
180 CALENDAR DAYS	6	2.3	3,110	1.9
15 WORKING DAYS/SHIFTS	1	.4	300	.2
20 WORKING DAYS/SHIFTS	1	.4	322	.2
30 WORKING DAYS/SHIFTS	8	3.1	1,244	.8
40 WORKING DAYS/SHIFTS	1	.4	120	.1
42 WORKING DAYS/SHIFTS	1	.4	4,038	2.5
45 WORKING DAYS/SHIFTS	7	2.7	1,661	1.0
50 WORKING DAYS/SHIFTS	1	.4	100	.1
55 WORKING DAYS/SHIFTS	1	.4	130	.1
60 WORKING DAYS/SHIFTS	22	8.6	7,361	4.5
65 WORKING DAYS/SHIFTS	13	5.1	23,505	14.4
80 WORKING DAYS/SHIFTS	1	.4	380	.2
90 WORKING DAYS/SHIFTS	7	2.7	4,166	2.6
130 WORKING DAYS/SHIFTS	2	.8	300	.2
180 WORKING DAYS/SHIFTS	1	.4	250	.2
10 WEEKS	1	.4	125	.1
1 MONTHS	5	1.9	3,066	1.9
3 MONTHS	31	12.1	12,846	7.9
4 MONTHS	1	.4	325	.2
5 MONTHS	1	.4	380	.2
6 MONTHS	38	14.8	43,016	26.4
9 MONTHS	1	.4	100	.1
12 MONTHS	6	2.3	5,832	3.6
18 MONTHS	1	.4	1,200	.7
VARIES BY OCCUPATION OR CLASSIFICATION	20	7.8	15,730	9.7
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	2	.8	950	.6
NOT SPECIFIED	2	.8	1,286	.8
OTHER	6	2.3	1,838	1.1
TOTAL	257	100.0	162,810	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	25.7	58,793	36.1
COMPANY	52	20.2	37,213	22.9
PLANT	25	9.7	4,829	3.0
DEPARTMENT	21	8.2	17,658	10.8
JOB OR OCCUPATIONAL CLASSIFICATION	10	3.9	3,029	1.9
COMBINATION OF COMPANY AND PLANT	3	1.2	415	.3
COMBINATION OF COMPANY AND DEPARTMENT	9	3.5	3,023	1.9
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	11	4.3	7,499	4.6
COMBINATION OF PLANT AND DEPARTMENT	19	7.4	6,207	3.8
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	8	3.1	1,778	1.1
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	.4	2,520	1.5
COMBINATION OF COMPANY, PLANT AND DEPARTMENT	2	.8	228	.1
COMPANY, PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	.4	1,453	.9
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	4	1.6	5,171	3.2
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	6	2.3	1,528	.9
COMPANY, PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	.4	165	.1
NOT SPECIFIED	18	7.0	11,301	6.9
TOTAL	257	100.0	162,810	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	28.0	40,882	25.1
1 MONTH	1	.4	145	.1
3 MONTHS	4	1.6	1,228	.8
4 MONTHS	1	.4	921	.6
6 MONTHS	63	24.5	53,255	32.7
9 MONTHS	3	1.2	1,842	1.1
12 MONTHS	65	25.3	44,356	27.2
14 MONTHS	1	.4	800	.5
16 MONTHS	1	.4	103	.1
18 MONTHS	4	1.6	826	.5
24 MONTHS	10	3.9	12,816	7.9
48 MONTHS	1	.4	105	.1
84 MONTHS	1	.4	175	.1
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	14	5.4	2,092	1.3
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	11	4.3	1,714	1.1
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	3	1.2	1,003	.6
OTHER	2	.8	547	.3
TOTAL	257	100.0	162,810	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	106	41.2	51,987	31.9
1 HOURS	3	1.2	2,780	1.7
2 HOURS	1	.4	700	.4
3 HOURS	1	.4	122	.1
24 HOURS	1	.4	120	.1
48 HOURS	3	1.2	554	.3
3 CALENDAR DAYS	1	.4	450	.3
5 CALENDAR DAYS	2	.8	236	.1
7 CALENDAR DAYS	4	1.6	3,398	2.1
14 CALENDAR DAYS	31	12.1	56,314	34.6
15 CALENDAR DAYS	1	.4	150	.1
20 CALENDAR DAYS	1	.4	150	.1
21 CALENDAR DAYS	4	1.6	2,036	1.3
28 CALENDAR DAYS	1	.4	245	.2
30 CALENDAR DAYS	3	1.2	1,025	.6
2 WORKING DAYS/SHIFTS	1	.4	250	.2
3 WORKING DAYS/SHIFTS	1	.4	480	.3
5 WORKING DAYS/SHIFTS	3	1.2	386	.2
10 WORKING DAYS/SHIFTS	15	5.8	6,098	3.7
20 WORKING DAYS/SHIFTS	5	1.9	2,256	1.4
30 WORKING DAYS/SHIFTS	3	1.2	1,705	1.0
1 WEEKS	2	.8	270	.2
2 WEEKS	9	3.5	5,457	3.4
3 WEEKS	1	.4	410	.3
4 WEEKS	3	1.2	562	.3
12 WEEKS	1	.4	160	.1
VARIES WITH LENGTH OF SERVICE	44	17.1	22,359	13.7
NOT SPECIFIED	5	1.9	1,970	1.2
OTHER	1	.4	180	.1
TOTAL	257	100.0	162,810	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	161	62.6	89,704	55.1
2 DAYS PAY	1	.4	130	.1
5 DAYS PAY	2	.8	260	.2
7 DAYS PAY	1	.4	2,788	1.7
10 DAYS PAY	17	6.6	8,321	5.1
14 DAYS PAY	7	2.7	8,933	5.5
20 DAYS PAY	4	1.6	2,183	1.3
21 DAYS PAY	2	.8	1,002	.6
30 DAYS PAY	2	.8	530	.3
ONE WEEKS PAY	1	.4	149	.1
TWO WEEKS PAY	16	6.2	25,040	15.4
THREE WEEKS PAY	3	1.2	694	.4
VARIES WITH LENGTH OF SERVICE	34	13.2	21,009	12.9
NOT SPECIFIED	2	.8	822	.5
OTHER	4	1.6	1,245	.8
TOTAL	257	100.0	162,810	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	164	63.8	85,337	52.4
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	16	6.2	9,109	5.6
PROVISION EXISTS FOR PAY IN LIEU OF NOTICE ONLY	6	2.3	3,316	2.0
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	70	27.2	64,568	39.7
ACCORDING TO LEGISLATION	1	.4	480	.3
TOTAL	257	100.0	162,810	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	83	32.3	67,185	41.3
24 HOURS	1	.4	112	.1
48 HOURS	1	.4	1,000	.6
72 HOURS	1	.4	135	.1
3 CALENDAR DAYS	5	1.9	905	.6
4 CALENDAR DAYS	1	.4	350	.2
5 CALENDAR DAYS	19	7.4	7,825	4.8
6 CALENDAR DAYS	4	1.6	954	.6
7 CALENDAR DAYS	28	10.9	17,727	10.9
8 CALENDAR DAYS	10	3.9	14,111	8.7
10 CALENDAR DAYS	8	3.1	15,173	9.3
14 CALENDAR DAYS	3	1.2	1,533	.9
21 CALENDAR DAYS	1	.4	134	.1
2 WORKING DAYS/SHIFTS	3	1.2	356	.2
3 WORKING DAYS/SHIFTS	18	7.0	3,332	2.0
5 WORKING DAYS/SHIFTS	36	14.0	12,065	7.4
6 WORKING DAYS/SHIFTS	7	2.7	3,377	2.1
7 WORKING DAYS/SHIFTS	4	1.6	755	.5
10 WORKING DAYS/SHIFTS	3	1.2	1,221	.7
1 WEEKS	2	.8	340	.2
2 WEEKS	1	.4	160	.1
NOT SPECIFIED	18	7.0	14,060	8.6
TOTAL	257	100.0	162,810	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	23.7	54,422	33.4
SOLE FACTOR	11	4.3	4,161	2.6
PRIMARY FACTOR	69	26.8	18,926	11.6
SECONDARY FACTOR	85	33.1	61,154	37.6
EQUAL FACTOR	2	.8	220	.1
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	28	10.9	23,680	14.5
OTHER	1	.4	247	.2
TOTAL	257	100.0	162,810	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	118	45.9	75,759	46.5
SOLE FACTOR	16	6.2	8,513	5.2
PRIMARY FACTOR	44	17.1	11,459	7.0
SECONDARY FACTOR	53	20.6	43,215	26.5
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	25	9.7	23,603	14.5
OTHER	1	.4	261	.2
TOTAL	257	100.0	162,810	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	15.2	22,280	13.7
SOLE FACTOR	71	27.6	48,148	29.6
PRIMARY FACTOR	108	42.0	77,799	47.8
SECONDARY FACTOR	26	10.1	7,392	4.5
EQUAL FACTOR	3	1.2	634	.4
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	10	3.9	6,557	4.0
TOTAL	257	100.0	162,810	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	.8	526	.3
EMPLOYEE ONLY	59	23.0	73,426	45.1
UNION REPRESENTATIVE ONLY	16	6.2	6,413	3.9
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	148	57.6	63,835	39.2
UNION ONLY	9	3.5	2,287	1.4
EMPLOYEE OR UNION REPRESENTATIVE	16	6.2	12,104	7.4
GRIEVANCE COMMITTEE ONLY	2	.8	2,700	1.7
CHOICE BETWEEN SEVERAL PROCEDURES	4	1.6	819	.5
OTHER	1	.4	700	.4
TOTAL	257	100.0	162,810	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	128	49.8	78,461	48.2
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	90	35.0	65,074	40.0
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	24	9.3	11,515	7.1
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	8	3.1	5,320	3.3
OTHER	7	2.7	2,440	1.5
TOTAL	257	100.0	162,810	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	1.9	1,978	1.2
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	46	17.9	10,542	6.5
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	120	46.7	52,850	32.5
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	86	33.5	97,440	59.8
TOTAL	257	100.0	162,810	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	1.6	4,102	2.5
FOUR DAYS A WEEK	2	.8	3,143	1.9
FIVE DAYS A WEEK	232	90.3	144,515	88.8
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	13	5.1	9,175	5.6
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	4	1.6	825	.5
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	2	.8	1,050	.6
TOTAL	257	100.0	162,810	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	.8	500	.3
6-3/4 HOURS	2	.8	388	.2
7 HOURS	11	4.3	3,611	2.2
7-1/4 HOURS	3	1.2	1,750	1.1
7-3/10 HOURS	1	.4	121	.1
7-1/2 HOURS	13	5.1	7,995	4.9
7-3/4 HOURS	21	8.2	27,745	17.0
8 HOURS	128	49.8	47,978	29.5
9-1/2 HOURS	2	.8	3,143	1.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	62	24.1	63,748	39.2
VARIES FOR DIFFERENT SEASONS	9	3.5	4,351	2.7
NOT SPECIFIED	3	1.2	1,480	.9
TOTAL	257	100.0	162,810	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	.4	110	.1
33-3/4 HOURS	2	.8	388	.2
35 HOURS	14	5.4	6,563	4.0
36-1/4 HOURS	5	1.9	2,290	1.4
36-1/2 HOURS	1	.4	121	.1
37 HOURS	7	2.7	3,928	2.4
37-1/2 HOURS	10	3.9	5,053	3.1
38 HOURS	4	1.6	4,810	3.0
38-3/4 HOURS	21	8.2	27,745	17.0
40 HOURS	126	49.0	48,065	29.5
42 HOURS	1	.4	150	.1
44 HOURS	4	1.6	3,997	2.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	58	22.6	58,327	35.8
VARIES FOR DIFFERENT SEASONS	3	1.2	1,263	.8
TOTAL	257	100.0	162,810	100.0

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*For explanation see number 5 on page IX.

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	175	68.1	119,753	73.6
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	9	3.5	2,849	1.7
MEAL PERIOD PAID ON THREE SHIFT OPERATIONS	2	.8	300	.2
MEAL PERIOD PAID ON 2ND SHIFT ONLY	1	.4	1,136	.7
MEAL PERIOD PAID ON 3RD SHIFT ONLY	2	.8	642	.4
MEAL PERIOD PAID ON OVERTIME WORK	47	18.3	29,659	18.2
THREE SHIFTS AND OVERTIME	9	3.5	3,019	1.9
2ND AND 3RD SHIFTS	2	.8	748	.5
CALL-IN CALL-BACK AND OVERTIME	1	.4	325	.2
THREE SHIFTS CALL-IN CALL-BACK OVERTIME	1	.4	700	.4
2ND AND 3RD SHIFT AND OVERTIME	2	.8	1,345	.8
PROVISIONS EXIST FOR PAID MEAL PERIOD, CANNOT DETERMINE WHICH CODE APPLIES	2	.8	520	.3
OTHER	4	1.6	1,814	1.1
TOTAL	257	100.0	162,810	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	145	56.4	58,549	36.0
PROVISION FOR FLEX-TIME	6	2.3	1,320	.8
PROVISION FOR COMPRESSED WORK-WEEK	65	25.3	35,730	21.9
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	38	14.8	60,770	37.3
OTHER	3	1.2	6,441	4.0
TOTAL	257	100.0	162,810	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	1.2	652	.4
TIME AND ONE-HALF	48	18.7	15,603	9.6
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	1	.4	400	.2
DOUBLE TIME AFTER 2 HOURS	41	16.0	17,793	10.9
DOUBLE TIME AFTER 3 HOURS	14	5.4	9,131	5.6
DOUBLE TIME AFTER 4 HOURS	13	5.1	2,967	1.8
DOUBLE TIME AFTER 5 HOURS	6	2.3	821	.5
DOUBLE TIME AFTER 8 HOURS	1	.4	100	.1
OTHER	1	.4	140	.1
DOUBLE TIME	23	8.9	11,155	6.9
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	.4	400	.2
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	2	.8	380	.2
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO				
DOUBLE TIME AFTER 4 HOURS	1	.4	150	.1
2.00 TIME/PAY AFTER 2 HOURS	4	1.6	3,765	2.3
1.50 TIME OFF OR PAY AT 1.50 TIME	10	3.9	3,159	1.9
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	.4	4,000	2.5
2.00 TIME/PAY AFTER 2 HOURS	28	10.9	33,572	20.6
2.00 TIME/PAY AFTER 2 1/2 HOURS	1	.4	100	.1
2.00 TIME/PAY AFTER 3 HOURS	10	3.9	20,690	12.7
2.00 TIME/PAY AFTER 4 HOURS	4	1.6	710	.4
2.00 TIME/PAY AFTER 5 HOURS	1	.4	238	.1
2.00 TIME OFF OR PAY @ 1.50 INCREASED TO				
DOUBLE TIME AFTER 4 HOURS	1	.4	200	.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	29	11.3	19,422	11.9
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	.4	1,408	.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	7	2.7	5,718	3.5
NOT SPECIFIED	2	.8	3,616	2.2
OTHER	3	1.2	6,520	4.0
TOTAL	257	100.0	162,810	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	117	45.5	93,472	57.4
TIME AND ONE-HALF	63	24.5	23,864	14.7
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	1	.4	400	.2
DOUBLE TIME AFTER 2 HOURS	3	1.2	538	.3
DOUBLE TIME AFTER 3 HOURS	2	.8	245	.2
DOUBLE TIME AFTER 5 HOURS	3	1.2	498	.3
DOUBLE TIME AFTER 8 HOURS	2	.8	260	.2
DOUBLE TIME AFTER 10 HOURS	1	.4	125	.1
DOUBLE TIME AFTER 16 HOURS	1	.4	300	.2
DOUBLE TIME AFTER 20 HOURS	1	.4	800	.5
DOUBLE TIME	18	7.0	9,929	6.1
EQUIV. TIME OFF OR PAY AT STRAIGHT TIME	1	.4	636	.4
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	2	.8	380	.2
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO				
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	123	.1
1.50 TIME OFF OR PAY AT 1.50 TIME	10	3.9	5,987	3.7
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
DOUBLE TIME AFTER 2 1/2 HOURS	1	.4	100	.1
2.00 TIME/PAY AFTER 2 HOURS	2	.8	430	.3
2.00 TIME/PAY AFTER 3 HOURS	1	.4	138	.1
2.00 TIME/PAY AFTER 20 HOURS	1	.4	1,450	.9
2.00 TIME/PAY AFTER 40 HOURS	1	.4	265	.2
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	17	6.6	10,957	6.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.2	1,029	.6
NOT SPECIFIED	1	.4	3.500	2.1
OTHER	4	1.6	7,384	4.5
TOTAL	257	100.0	162,810	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	187	72.8	139,267	85.5
STRAIGHT TIME INCREASED TO 1.50 TIME AFTER 4 HOURS	1	.4	115	.1
TIME AND ONE-HALF	25	9.7	6,127	3.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 4 HOURS	9	3.5	2,733	1.7
DOUBLE TIME AFTER 5 HOURS	1	.4	102	.1
DOUBLE TIME AFTER 8 HOURS	7	2.7	2,837	1.7
DOUBLE TIME	14	5.4	7,455	4.6
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 4 HOURS	1	.4	400	.2
1.50 TIME OFF OR PAY AT 1.50 TIME	2	.8	1,238	.8
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	5	1.9	1,613	1.0
2.00 TIME OFF OR PAY @ 2.00 INCREASED TO OTHER	1	.4	145	.1
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	2	.8	303	.2
OTHER	2	.8	475	.3
TOTAL	257	100.0	162,810	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	167	65.0	135,904	83.5
STRAIGHT TIME	1	.4	147	.1
TIME AND ONE-HALF	4	1.6	959	.6
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 5 HOURS	1	.4	102	.1
DOUBLE TIME AFTER 20 HOURS	1	.4	450	.3
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	130	.1
DOUBLE TIME	64	24.9	20,144	12.4
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	.4	400	.2
TRIPLE TIME AFTER 14 HOURS	1	.4	218	.1
DOUBLE TIME AND ONE-HALF	4	1.6	575	.4
1.50 TIME OFF OR PAY AT 1.50 TIME	2	.8	1,238	.8
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	5	1.9	1,343	.8
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	.4	180	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	525	.3
OTHER	3	1.2	495	.3
TOTAL	257	100.0	162,810	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	133	51.8	57,979	35.6
TIME AND ONE-HALF	22	8.6	6,439	4.0
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	2	.8	552	.3
DOUBLE TIME AFTER 3 HOURS	5	1.9	4,838	3.0
DOUBLE TIME AFTER 4 HOURS	3	1.2	1,095	.7
DOUBLE TIME AFTER 8 HOURS	2	.8	318	.2
DOUBLE TIME	16	6.2	6,856	4.2
EQUIVALENT TIME OFF	1	.4	120	.1
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO				
DOUBLE TIME AFTER 7 HOURS	1	.4	200	.1
2.00 TIME/PAY AFTER 2 HOURS	4	1.6	3,765	2.3
1.50 TIME OFF OR PAY AT 1.50 TIME	12	4.7	6,856	4.2
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	.4	4,000	2.5
2.00 TIME/PAY AFTER 2 HOURS	6	2.3	1,559	1.0
2.00 TIME/PAY AFTER 3 HOURS	5	1.9	8,850	5.4
2.00 TIME/PAY AFTER 4 HOURS	1	.4	195	.1
2.00 TIME/PAY AFTER 7 1/4 HOURS	2	.8	630	.4
2.00 TIME/PAY AFTER 7 3/4 HOURS	2	.8	12,280	7.5
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	13	5.1	24,143	14.8
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	19	7.4	11,697	7.2
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	.4	1,408	.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.2	2,510	1.5
OTHER	3	1.2	6,520	4.0
TOTAL	257	100.0	162,810	100.0

*For explanation see number 6 in the Definitions on page IX.

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	128	49.8	56,589	34.8
TIME AND ONE-HALF	10	3.9	2,270	1.4
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	.4	450	.3
DOUBLE TIME AFTER 3 HOURS	2	.8	4,198	2.6
DOUBLE TIME AFTER 4 HOURS	1	.4	120	.1
DOUBLE TIME AFTER 8 HOURS	1	.4	100	.1
DOUBLE TIME	37	14.4	13,574	8.3
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 14 HOURS	1	.4	218	.1
EQUIVALENT TIME OFF	1	.4	120	.1
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO				
DOUBLE TIME AFTER 7 HOURS	1	.4	200	.1
2.00 TIME/PAY AFTER 2 HOURS	4	1.6	3,765	2.3
1.50 TIME OFF OR PAY AT 1.50 TIME	3	1.2	1,360	.8
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	.4	4,000	2.5
2.00 TIME/PAY AFTER 2 HOURS	5	1.9	1,272	.8
2.00 TIME/PAY AFTER 3 HOURS	2	.8	1,650	1.0
2.00 TIME/PAY AFTER 4 HOURS	1	.4	195	.1
2.00 TIME/PAY AFTER 7 3/4 HOURS	2	.8	12,280	7.5
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	48	18.7	49,644	30.5
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	2	.8	1,775	1.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.2	2,510	1.5
OTHER	3	1.2	6,520	4.0
TOTAL	257	100.0	162,810	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	158	61.5	114,188	70.1
$ 1.50 PER MEAL PAID AFTER				
3 HOURS OF OVERTIME	1	.4	126	.1
$ 3.25 PER MEAL PAID AFTER				
3 HOURS OF OVERTIME	1	.4	1,140	.7
$ 3.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	450	.3
$ 4.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	120	.1
$ 4.50 PER MEAL PAID AFTER				
4 HOURS OF OVERTIME	1	.4	224	.1
$ 4.75 PER MEAL PAID AFTER				
3 HOURS OF OVERTIME	1	.4	110	.1
$ 5.00 PER MEAL PAID AFTER				
1-1/2 HOURS OF OVERTIME	5	1.9	1,500	.9
2 HOURS OF OVERTIME	6	2.3	1,014	.6
4 HOURS OF OVERTIME	3	1.2	2,835	1.7
UNSPECIFIED HOURS	3	1.2	510	.3
$ 5.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	335	.2
$ 5.90 PER MEAL PAID AFTER				
UNSPECIFIED HOURS	3	1.2	802	.5
$ 6.00 PER MEAL PAID AFTER				
1 HOURS OF OVERTIME	1	.4	116	.1
2 HOURS OF OVERTIME	3	1.2	4,280	2.6
$ 6.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	3	1.2	4,234	2.6
$ 6.75 PER MEAL PAID AFTER				
3 HOURS OF OVERTIME	1	.4	1,450	.9
$ 7.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	149	.1
$ 7.50 PER MEAL PAID AFTER				
1 HOURS OF OVERTIME	1	.4	134	.1
2 HOURS OF OVERTIME	1	.4	102	.1
3 HOURS OF OVERTIME	2	.8	410	.3
$ 8.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	4	1.6	584	.4
$ 9.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	105	.1
3 HOURS OF OVERTIME	1	.4	180	.1
$10.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	3	1.2	462	.3
5 HOURS OF OVERTIME	1	.4	175	.1
$11.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	200	.1
AMOUNT NOT SPECIFIED, PAID AFTER				
2 HOURS OF OVERTIME	1	.4	921	.6
4 HOURS OF OVERTIME	1	.4	345	.2

CONTINUED...

TABLE 37
(...CONTINUED)

PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEALS FURNISHED BY EMPLOYER AFTER				
1 HOURS OF OVERTIME	3	1.2	1,165	.7
1-1/2 HOURS OF OVERTIME	1	.4	200	.1
2 HOURS OF OVERTIME	32	12.5	14,323	8.8
3 HOURS OF OVERTIME	1	.4	1,000	.6
4 HOURS OF OVERTIME	2	.8	685	.4
UNSPECIFIED HOURS	4	1.6	4,050	2.5
OTHER	3	1.2	4,186	2.6
T O T A L	257	100.0	162,810	100.0

TABLE 38

RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	186	72.4	129,341	79.4
PROVISION EXISTS	71	27.6	33,469	20.6
T O T A L	257	100.0	162,810	100.0

TABLE 39

PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	199	77.4	110,075	67.6
AMOUNT PER HOUR				
$.20	1	.4	220	.1
$.25	3	1.2	955	.6
$.30	2	.8	1,720	1.1
$.35	2	.8	410	.3
$.40	1	.4	125	.1
$.50	22	8.6	34,025	20.9
$.60	1	.4	100	.1
$.75	1	.4	123	.1
$1.00	1	.4	110	.1
$1.15	1	.4	357	.2
$1.25	1	.4	160	.1
$1.50	1	.4	100	.1
PER CENT OF WAGES				
6.0 PER CENT	1	.4	325	.2
TIME RATE PAYMENT				
TIME AND ONE-HALF	8	3.1	1,621	1.0
DOUBLE TIME	3	1.2	1,310	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	3,500	2.1
NOT SPECIFIED	2	.8	981	.6
OTHER	6	2.3	6,593	4.0
T O T A L	257	100.0	162,810	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	164	63.8	86,276	53.0
AMOUNT PER HOUR				
$.20	1	.4	220	.1
$.25	3	1.2	955	.6
$.30	1	.4	120	.1
$.35	3	1.2	2,010	1.2
$.40	1	.4	125	.1
$.50	22	8.6	34,025	20.9
$.55	1	.4	700	.4
$.56	1	.4	1,408	.9
$.60	1	.4	100	.1
$.61	1	.4	800	.5
$.75	2	.8	244	.1
$1.00	12	4.7	6,889	4.2
$1.25	4	1.6	861	.5
$1.50	1	.4	160	.1
$1.55	1	.4	357	.2
$1.75	1	.4	100	.1
$2.00	1	.4	110	.1
PER CENT OF WAGES				
6.0 PER CENT	1	.4	325	.2
50.0 PER CENT	1	.4	2,800	1.7
TIME RATE PAYMENT				
TIME AND ONE-QUARTER	1	.4	1,500	.9
TIME AND ONE-HALF	14	5.4	7,506	4.6
DOUBLE TIME	6	2.3	1,893	1.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	3,500	2.1
NOT SPECIFIED	3	1.2	2,434	1.5
OTHER	9	3.5	7,392	4.5
TOTAL	257	100.0	162,810	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	16.7	17,640	10.8
AMOUNT PER HOUR				
$.20	1	.4	247	.2
$.22	1	.4	103	.1
$.23	1	.4	197	.1
$.25	11	4.3	2,123	1.3
$.28	1	.4	636	.4
$.30	8	3.1	3,391	2.1
$.31	7	2.7	1,312	.8
$.35	16	6.2	8,590	5.3
$.36	1	.4	200	.1
$.37	1	.4	121	.1
$.40	16	6.2	11,809	7.3
$.44	1	.4	135	.1
$.45	11	4.3	3,896	2.4
$.50	17	6.6	19,222	11.8
$.51	1	.4	120	.1
$.55	9	3.5	1,701	1.0
$.60	9	3.5	12,777	7.8
$.61	4	1.6	1,785	1.1
$.63	1	.4	170	.1
$.65	5	1.9	1,971	1.2
$.67	1	.4	480	.3
$.68	2	.8	855	.5
$.69	1	.4	165	.1
$.70	1	.4	212	.1
$.74	1	.4	250	.2
$.75	27	10.5	18,523	11.4
$.77	1	.4	800	.5
$.83	2	.8	1,409	.9
$.85	3	1.2	786	.5
$1.00	34	13.2	45,448	27.9
$1.25	1	.4	102	.1
$1.50	1	.4	1,000	.6
$2.00	2	.8	300	.2
FLAT AMOUNT PER SHIFT				
$ 5.00 PER SHIFT	1	.4	100	.1
$ 7.00 PER SHIFT	2	.8	395	.2
PER CENT OF WAGES				
4.0 PER CENT	2	.8	1,029	.6
6.0 PER CENT	1	.4	325	.2
7.5 PER CENT	1	.4	160	.1
9.0 PER CENT	1	.4	138	.1
15.0 PER CENT	2	.8	330	.2
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	2	.8	1,098	.7
NOT SPECIFIED	1	.4	390	.2
OTHER	2	.8	369	.2
TOTAL	257	100.0	162,810	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	44	17.1	19,651	12.1
AMOUNT PER HOUR				
	1	.4	4,000	2.5
$.15	2	.8	1,723	1.1
$.22	1	.4	103	.1
$.25	3	1.2	702	.4
$.30	10	3.9	1,892	1.2
$.31	6	2.3	1,303	.8
$.35	15	5.8	9,675	5.9
$.36	1	.4	200	.1
$.37	1	.4	121	.1
$.40	12	4.7	7,640	4.7
$.45	10	3.9	4,916	3.0
$.46	1	.4	197	.1
$.50	18	7.0	19,817	12.2
$.55	5	1.9	1,200	.7
$.60	9	3.5	5,453	3.3
$.65	6	2.3	9,439	5.8
$.70	2	.8	387	.2
$.73	1	.4	800	.5
$.74	1	.4	250	.2
$.75	34	13.2	18,708	11.5
$.77	3	1.2	1,610	1.0
$.80	3	1.2	370	.2
$.83	2	.8	1,409	.9
$.85	2	.8	635	.4
$1.00	32	12.5	38,578	23.7
$1.05	1	.4	120	.1
$1.09	1	.4	175	.1
$1.12	1	.4	170	.1
$1.20	3	1.2	975	.6
$1.21	1	.4	525	.3
$1.25	1	.4	102	.1
$1.50	2	.8	1,400	.9
$2.00	4	1.6	3,710	2.3
$2.50	1	.4	200	.1
FLAT AMOUNT PER SHIFT				
$ 6.00 PER SHIFT	1	.4	100	.1
$ 7.00 PER SHIFT	2	.8	395	.2
FLAT AMOUNT PER MONTH				
$57.75 PER MONTH	1	.4	100	.1
PER CENT OF WAGES				
6.0 PER CENT	1	.4	325	.2
7.0 PER CENT	1	.4	921	.6
7.5 PER CENT	1	.4	160	.1
8.0 PER CENT	1	.4	108	.1
9.0 PER CENT	1	.4	138	.1
15.0 PER CENT	2	.8	330	.2
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	2	.8	1,098	.7
8.0 HOURS PAY FOR 7.5 HOURS WORK	1	.4	220	.1
NOT SPECIFIED	1	.4	390	.2
OTHER	2	.8	369	.2
TOTAL	257	100.0	162,810	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	248	96.5	155,847	95.7
AMOUNT PER HOUR				
$.25	1	.4	135	.1
$.30	1	.4	355	.2
$.40	1	.4	300	.2
$.50	1	.4	200	.1
$.64	1	.4	120	.1
FLAT AMOUNT PER SHIFT				
$ 1.50 PER SHIFT	1	.4	300	.2
$ 2.00 PER SHIFT	1	.4	2,800	1.7
$ 2.25 PER SHIFT	1	.4	1,300	.8
OTHER	1	.4	1,453	.9
TOTAL	257	100.0	162,810	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	239	93.0	131,298	80.6
AMOUNT PER HOUR				
$.40	2	.8	3,830	2.4
$.50	1	.4	135	.1
$1.30	1	.4	1,000	.6
FLAT AMOUNT PER SHIFT				
$ 5.90 PER SHIFT	11	4.3	23,677	14.5
PER CENT OF WAGES				
10.0 PER CENT	1	.4	650	.4
20.0 PER CENT	1	.4	120	.1
OTHER	1	.4	2,100	1.3
TOTAL	257	100.0	162,810	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	226	87.9	119,740	73.5
AMOUNT PER HOUR				
$.20	1	.4	175	.1
$.30	1	.4	900	.6
$.40	1	.4	3,500	2.1
$.50	2	.8	2,101	1.3
$.90	1	.4	125	.1
$1.00	1	.4	230	.1
$1.30	2	.8	1,057	.6
$5.00	2	.8	377	.2
FLAT AMOUNT PER SHIFT				
$ 5.90 PER SHIFT	1	.4	1,714	1.1
TIME RATE PAYMENT				
STRAIGHT TIME	2	.8	4,355	2.7
TIME AND ONE-HALF	1	.4	1,408	.9
DOUBLE TIME	2	.8	1,582	1.0
NOT SPECIFIED	1	.4	1,200	.7
OTHER	13	5.1	24,346	15.0
TOTAL	257	100.0	162,810	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	228	88.7	125,857	77.3
AMOUNT PER HOUR				
$.30	1	.4	300	.2
$.40	1	.4	2,100	1.3
$.50	1	.4	110	.1
$.60	2	.8	349	.2
$.70	2	.8	1,135	.7
$.80	1	.4	700	.4
$1.00	1	.4	600	.4
$6.70	1	.4	800	.5
FLAT AMOUNT PER SHIFT				
$ 2.50 PER SHIFT	1	.4	345	.2
$ 3.00 PER SHIFT	1	.4	180	.1
$ 5.00 PER SHIFT	1	.4	357	.2
$ 8.50 PER SHIFT	1	.4	864	.5
$25.00 PER SHIFT	4	1.6	2,461	1.5
PER CENT OF WAGES				
20.0 PER CENT	1	.4	120	.1
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	.4	3,655	2.2
NOT SPECIFIED	1	.4	390	.2
OTHER	8	3.1	22,487	13.8
TOTAL	257	100.0	162,810	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	178	69.3	82,602	50.7
PROVISION EXISTS	79	30.7	80,208	49.3
TOTAL	257	100.0	162,810	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	112	43.6	73,071	44.9
2.0 HOURS OF WORK OR PAY	14	5.4	14,335	8.8
3.0 HOURS OF WORK OR PAY	32	12.5	40,814	25.1
4.0 HOURS OF WORK OR PAY	62	24.1	18,112	11.1
8.0 HOURS OF WORK OR PAY	4	1.6	887	.5
VARIES DEPENDING ON WORK OR NOT	25	9.7	13,301	8.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	7	2.7	1,990	1.2
OTHER	1	.4	300	.2
TOTAL	257	100.0	162,810	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	16.3	13,254	8.1
MINIMUM OF 1.0 HOURS AT DOUBLE TIME	1	.4	150	.1
MINIMUM OF 2.0 HOURS AT				
STRAIGHT TIME	1	.4	680	.4
TIME AND ONE-HALF	6	2.3	4,615	2.8
DOUBLE TIME	33	12.8	33,239	20.4
MINIMUM OF 2.5 HOURS AT DOUBLE TIME	5	1.9	2,910	1.8
MINIMUM OF 3.0 HOURS AT				
TIME AND ONE-HALF	11	4.3	3,207	2.0
TIME AND THREE-QUARTERS	1	.4	220	.1
DOUBLE TIME	1	.4	125	.1
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	24	9.3	7,534	4.6
TIME AND ONE-HALF	3	1.2	770	.5
DOUBLE TIME	4	1.6	646	.4
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME	1	.4	480	.3
MINIMUM OF 6.0 HOURS AT TIME AND ONE-HALF	1	.4	357	.2
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	7	2.7	1,632	1.0
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	6	2.3	18,479	11.4
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	23	8.9	11,164	6.9
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	.4	1,200	.7
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	5	1.9	3,401	2.1
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	34	13.2	43,235	26.6
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	11	4.3	4,680	2.9
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	19	7.4	5,007	3.1
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	2	.8	2,200	1.4
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	3	1.2	685	.4
GUARANTEE OF $ 2.50 FOR EACH CALL-BACK	1	.4	195	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.2	618	.4
OTHER	8	3.1	2,127	1.3
TOTAL	257	100.0	162,810	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	232	90.3	153,019	94.0
WEEKLY WORK OR WAGE GUARANTEE	16	6.2	5,831	3.6
MONTHLY WORK OR WAGE GUARANTEE	1	.4	155	.1
ANNUAL WORK OR WAGE GUARANTEE	2	.8	210	.1
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	.4	135	.1
GUARANTEED WORK OR PAY VARIES BY OCCUPATIONAL GROUP	1	.4	1,453	.9
OTHER	4	1.6	2,007	1.2
TOTAL	257	100.0	162,810	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	154	59.9	122,116	75.0
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	99	38.5	38,925	23.9
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	3	1.2	1,351	.8
OTHER	1	.4	418	.3
TOTAL	257	100.0	162,810	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	23.0	21,285	13.1
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	68	26.5	35,717	21.9
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	124	48.2	101,199	62.2
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	4	1.6	3,926	2.4
OTHER	2	.8	683	.4
TOTAL	257	100.0	162,810	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	28.4	39,907	24.5
1 PERIOD 15 MINUTES EACH	1	.4	150	.1
2 PERIODS, 10 MINUTES EACH	43	16.7	14,857	9.1
2 PERIODS, 12 MINUTES EACH	1	.4	102	.1
2 PERIODS, 15 MINUTES EACH	118	45.9	95,986	59.0
2 PERIODS, 20 MINUTES EACH	4	1.6	3,453	2.1
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	570	.4
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	2	.8	2,555	1.6
2 PERIODS, DURATION NOT SPECIFIED	9	3.5	1,757	1.1
PERIODS AND DURATION NOT SPECIFIED	1	.4	1,500	.9
OTHER	3	1.2	1,973	1.2
TOTAL	257	100.0	162,810	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	239	93.0	155,020	95.2
1 PERIOD 5 MINUTES EACH	9	3.5	3,217	2.0
1 PERIOD 10 MINUTES EACH	1	.4	100	.1
2 PERIODS, 10 MINUTES EACH	1	.4	2,100	1.3
1 PERIOD DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	117	.1
PERIODS AND DURATION NOT SPECIFIED	6	2.3	2,256	1.4
TOTAL	257	100.0	162,810	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	.8	3,610	2.2
8 FULL HOLIDAYS	2	.8	2,110	1.3
9 FULL HOLIDAYS	4	1.6	2,963	1.8
10 FULL HOLIDAYS	78	30.4	34,635	21.3
10 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	2	.8	276	.2
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	2	.8	362	.2
10 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	.4	250	.2
11 FULL HOLIDAYS	93	36.2	59,878	36.8
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	12	4.7	15,510	9.5
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	.4	200	.1
11 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	2	.8	723	.4
12 FULL HOLIDAYS	43	16.7	36,859	22.6
12 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	2	.8	545	.3
13 FULL HOLIDAYS	3	1.2	697	.4
14 FULL HOLIDAYS	1	.4	475	.3
15 FULL HOLIDAYS	1	.4	160	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.2	1,546	.9
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	4	1.6	1,836	1.1
OTHER	1	.4	175	.1
TOTAL	257	100.0	162,810	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	254	98.8	161,946	99.5
PROVISION EXISTS	3	1.2	864	.5
TOTAL	257	100.0	162,810	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	183	71.2	134,051	82.3
10 CALENDAR DAYS	1	.4	115	.1
20 CALENDAR DAYS	1	.4	100	.1
30 CALENDAR DAYS	36	14.0	14,883	9.1
90 CALENDAR DAYS	1	.4	480	.3
5 WORKING DAYS	3	1.2	425	.3
7 WORKING DAYS	1	.4	170	.1
30 WORKING DAYS	18	7.0	5,765	3.5
45 WORKING DAYS	1	.4	450	.3
60 WORKING DAYS	1	.4	145	.1
65 WORKING DAYS	4	1.6	800	.5
90 WORKING DAYS	1	.4	126	.1
1 MONTH	2	.8	480	.3
NOT SPECIFIED	2	.8	4,500	2.8
OTHER	2	.8	320	.2
TOTAL	257	100.0	162,810	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	85	33.1	62,455	38.4
DAY BEFORE AND AFTER HOLIDAY	165	64.2	97,334	59.8
DAY BEFORE OR AFTER HOLIDAY	2	.8	1,480	.9
DURING HOLIDAY WEEK OR OTHER PERIOD	4	1.6	1,016	.6
COMBINATIONS	1	.4	525	.3
TOTAL	257	100.0	162,810	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	211	82.1	120,371	73.9
PROVISION EXISTS	46	17.9	42,439	26.1
TOTAL	257	100.0	162,810	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	170	66.1	123,498	75.9
PRECEDING FRIDAY OFF WITH PAY	10	3.9	2,494	1.5
FOLLOWING MONDAY OFF WITH PAY	33	12.8	13,463	8.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	21	8.2	13,515	8.3
ANOTHER DAY OFF WITH PAY	11	4.3	5,928	3.6
EXTRA DAYS PAY	2	.8	310	.2
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	.4	175	.1
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	4	1.6	930	.6
OTHER	5	1.9	2,497	1.5
TOTAL	257	100.0	162,810	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	150	58.4	114,951	70.6
FOLLOWING MONDAY OFF WITH PAY	62	24.1	23,949	14.7
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	20	7.8	13,395	8.2
ANOTHER DAY OFF WITH PAY	14	5.4	6,613	4.1
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	.4	175	.1
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	4	1.6	930	.6
ACCORDING TO GOVERNMENT REGULATIONS	2	.8	1,300	.8
OTHER	4	1.6	1,497	.9
TOTAL	257	100.0	162,810	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	77	30.0	43,177	26.5
EXTRA DAYS VACATION WITH PAY	121	47.1	83,189	51.1
EXTRA DAYS PAY	10	3.9	3,392	2.1
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	49	19.1	33,052	20.3
TOTAL	257	100.0	162,810	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	127	49.4	59,581	36.6
EXTRA DAY OFF WITH PAY	72	28.0	63,596	39.1
EXTRA DAYS PAY	14	5.4	5,519	3.4
EXTRA DAY OFF OR EXTRA DAYS PAY	44	17.1	34,114	21.0
TOTAL	257	100.0	162,810	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	6.2	7,323	4.5
STRAIGHT TIME PLUS HOLIDAY PAY	4	1.6	1,810	1.1
TIME AND ONE-HALF PLUS HOLIDAY PAY	37	14.4	8,562	5.3
TIME AND THREE-QUARTERS PLUS HOLIDAY PAY	1	.4	220	.1
DOUBLE TIME PLUS HOLIDAY PAY	92	35.8	52,123	32.0
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	3	1.2	1,255	.8
TRIPLE TIME PLUS HOLIDAY PAY	3	1.2	676	.4
STRAIGHT TIME PLUS ANOTHER DAY OFF WITH PAY	2	.8	650	.4
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	13	5.1	3,140	1.9
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	5	1.9	631	.4
STRAIGHT TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	2	.8	245	.2
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	28	10.9	34,015	20.9
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	9	3.5	2,683	1.6
DAY AND ONE-HALF OFF WITH PAY OR EXTRA DAY AND ONE-HALF PAY PLUS HOLIDAY PAY	3	1.2	1,764	1.1
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	1	.4	1,100	.7
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	16	6.2	28,085	17.3
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	7	2.7	7,250	4.5
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	6	2.3	1,690	1.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	4,325	2.7
NOT SPECIFIED	3	1.2	411	.3
OTHER	4	1.6	4,852	3.0
TOTAL	257	100.0	162,810	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	20.6	37,537	23.1
SIX MONTHS BUT LESS THAN ONE YEAR	78	30.4	79,104	48.6
1 YEAR	118	45.9	40,210	24.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	1.9	4,534	2.8
OTHER	3	1.2	1,425	.9
TOTAL	257	100.0	162,810	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	11.7	21,150	13.0
1 YEAR	92	35.8	93,801	57.6
2 YEARS	35	13.6	18,547	11.4
3 YEARS	47	18.3	16,353	10.0
4 YEARS	21	8.2	4,803	3.0
5 YEARS	22	8.6	4,468	2.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	9	3.5	3,554	2.2
OTHER	1	.4	134	.1
TOTAL	257	100.0	162,810	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	12.8	21,509	13.2
1 YEAR	1	.4	245	.2
2 YEARS	5	1.9	1,963	1.2
3 YEARS	7	2.7	20,427	12.5
4 YEARS	12	4.7	10,883	6.7
5 YEARS	10	3.9	2,601	1.6
6 YEARS	10	3.9	1,678	1.0
7 YEARS	13	5.1	3,738	2.3
8 YEARS	75	29.2	60,770	37.3
9 YEARS	27	10.5	18,690	11.5
10 YEARS	36	14.0	10,150	6.2
11 YEARS	6	2.3	1,523	.9
12 YEARS	6	2.3	809	.5
14 YEARS	1	.4	145	.1
15 YEARS	4	1.6	758	.5
17 YEARS	1	.4	250	.2
18 YEARS	1	.4	105	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	8	3.1	2,566	1.6
OTHER	1	.4	4,000	2.5
TOTAL	257	100.0	162,810	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	22.6	26,194	16.1
7 YEARS	3	1.2	533	.3
8 YEARS	1	.4	150	.1
10 YEARS	3	1.2	822	.5
11 YEARS	2	.8	465	.3
12 YEARS	7	2.7	1,533	.9
13 YEARS	18	7.0	10,247	6.3
14 YEARS	16	6.2	7,867	4.8
15 YEARS	41	16.0	32,116	19.7
16 YEARS	6	2.3	8,105	5.0
17 YEARS	11	4.3	5,094	3.1
18 YEARS	38	14.8	41,608	25.6
19 YEARS	12	4.7	6,981	4.3
20 YEARS	33	12.8	14,795	9.1
21 YEARS	1	.4	270	.2
22 YEARS	3	1.2	839	.5
24 YEARS	1	.4	450	.3
30 YEARS	1	.4	105	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	636	.4
OTHER	1	.4	4,000	2.5
TOTAL	257	100.0	162,810	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	126	49.0	71,330	43.8
15 YEARS	3	1.2	765	.5
16 YEARS	1	.4	250	.2
18 YEARS	20	7.8	10,499	6.4
19 YEARS	1	.4	238	.1
20 YEARS	10	3.9	1,698	1.0
22 YEARS	1	.4	400	.2
23 YEARS	2	.8	430	.3
24 YEARS	12	4.7	6,658	4.1
25 YEARS	66	25.7	61,309	37.7
26 YEARS	1	.4	1,100	.7
27 YEARS	1	.4	450	.3
28 YEARS	1	.4	206	.1
29 YEARS	2	.8	1,300	.8
30 YEARS	8	3.1	1,541	.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	636	.4
OTHER	1	.4	4,000	2.5
TOTAL	257	100.0	162,810	100.0

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	10.9	20,225	12.4
THREE WEEKS	3	1.2	470	.3
FOUR WEEKS	26	10.1	4,845	3.0
FIVE WEEKS	65	25.3	45,306	27.8
FIVE AND ONE-HALF WEEKS	2	.8	445	.3
SIX WEEKS	96	37.4	74,712	45.9
SEVEN WEEKS	32	12.5	15,077	9.3
EIGHT WEEKS	1	.4	100	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	816	.5
NOT SPECIFIED	1	.4	680	.4
OTHER	1	.4	134	.1
TOTAL	257	100.0	162,810	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	210	81.7	131,383	80.7
PROVISION EXISTS	47	18.3	31,427	19.3
TOTAL	257	100.0	162,810	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)*

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	122	47.5	59,015	36.2
CASUAL ILLNESS LEAVE	48	18.7	22,302	13.7
GENERAL ILLNESS LEAVE	5	1.9	3,371	2.1
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	80	31.1	76,806	47.2
OTHER	2	.8	1,316	.8
TOTAL	257	100.0	162,810	100.0

*For explanation see number 8 in the Definitions on page IX.

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE*

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	178	69.3	86,666	53.2
30 CALENDAR DAYS	1	.4	322	.2
45 CALENDAR DAYS	1	.4	134	.1
20 WORKING DAYS	1	.4	1,542	.9
42 WORKING DAYS	1	.4	4,038	2.5
45 WORKING DAYS	2	.8	360	.2
60 WORKING DAYS	5	1.9	3,994	2.5
65 WORKING DAYS	6	2.3	9,670	5.9
90 WORKING DAYS	3	1.2	391	.2
13 WEEKS	1	.4	500	.3
1 MONTHS	15	5.8	26,270	16.1
3 MONTHS	23	8.9	20,945	12.9
4 MONTHS	1	.4	325	.2
5 MONTHS	1	.4	380	.2
6 MONTHS	6	2.3	4,810	3.0
12 MONTHS	11	4.3	2,239	1.4
OTHER	1	.4	224	.1
TOTAL	257	100.0	162,810	100.0

*For explanation see number 8 in the Definitions on page IX.

TABLE 74 AMOUNT OF PAID SICK LEAVE*

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	131	51.0	67,420	41.4
3 DAYS	1	.4	300	.2
4 DAYS	2	.8	275	.2
5 DAYS	8	3.1	1,991	1.2
6 DAYS	16	6.2	6,765	4.2
7 DAYS	1	.4	160	.1
9 DAYS	1	.4	126	.1
10 DAYS	29	11.3	31,412	19.3
12 DAYS	12	4.7	2,085	1.3
15 DAYS	2	.8	253	.2
16 DAYS	1	.4	108	.1
18 DAYS	28	10.9	33,799	20.8
20 DAYS	4	1.6	848	.5
22 DAYS	3	1.2	1,973	1.2
24 DAYS	5	1.9	1,873	1.2
VARIES WITH LENGTH OF SERVICE	10	3.9	12,748	7.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	525	.3
OTHER	1	.4	149	.1
TOTAL	257	100.0	162,810	100.0

*For explanation see number 8 in the Definitions on page IX.

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	143	55.6	73,243	45.0
UNDER 60 DAYS	36	14.0	12,964	8.0
60 - 89 DAYS	13	5.1	4,856	3.0
90 - 119 DAYS	21	8.2	27,138	16.7
120 - 149 DAYS	22	8.6	30,844	18.9
150 - 179 DAYS	3	1.2	1,973	1.2
180 - 209 DAYS	8	3.1	5,851	3.6
VARIES WITH LENGTH OF SERVICE	6	2.3	5,149	3.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	200	.1
NO LIMIT SPECIFIED	2	.8	332	.2
SICK LEAVE CONVERTED TO CASH AT YEAR END	2	.8	260	.2
TOTAL	257	100.0	162,810	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	240	93.4	153,932	94.5
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
25.0 PER CENT	2	.8	1,187	.7
50.0 PER CENT	1	.4	225	.1
75.0 PER CENT	2	.8	2,695	1.7
100.0 PER CENT	10	3.9	4,461	2.7
PER CENT NOT SPECIFIED	1	.4	160	.1
OTHER	1	.4	150	.1
TOTAL	257	100.0	162,810	100.0

*For explanation see number 8 in the Definitions on page IX.

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	242	94.2	154,582	94.9
4 DAYS	1	.4	175	.1
5 DAYS	1	.4	160	.1
20 DAYS	3	1.2	2,830	1.7
26 DAYS	7	2.7	3,651	2.2
30 DAYS	2	.8	1,187	.7
60 DAYS	1	.4	225	.1
TOTAL	257	100.0	162,810	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	236	91.8	152,480	93.7
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
25.0 PER CENT	1	.4	300	.2
66.6 PER CENT	1	.4	225	.1
75.0 PER CENT	1	.4	2,520	1.5
100.0 PER CENT	16	6.2	6,963	4.3
PER CENT NOT SPECIFIED	2	.8	322	.2
TOTAL	257	100.0	162,810	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	237	92.2	152,676	93.8
18 DAYS	2	.8	265	.2
20 DAYS	3	1.2	2,830	1.7
23 DAYS	1	.4	300	.2
26 DAYS	11	4.3	4,846	3.0
28 DAYS	1	.4	1,542	.9
80 DAYS	1	.4	225	.1
OTHER	1	.4	126	.1
TOTAL	257	100.0	162,810	100.0

*For explanation see number 8 in the Definitions on page IX.

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	256	99.6	161,962	99.5
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	.4	848	.5
TOTAL	257	100.0	162,810	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	256	99.6	161,962	99.5
200 DAYS	1	.4	848	.5
TOTAL	257	100.0	162,810	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	180	70.0	112,438	69.1
PROVISION EXISTS	77	30.0	50,372	30.9
TOTAL	257	100.0	162,810	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	165	64.2	66,312	40.7
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	53	20.6	53,440	32.8
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	4	1.6	1,343	.8
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	10	3.9	7,832	4.8
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	20	7.8	31,605	19.4
OTHER	5	1.9	2,278	1.4
TOTAL	257	100.0	162,610	100.0

*For explanation see number 8 in the Definitions on page IX.
**For explanation see number 9 in the Definitions on page IX.

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	170	66.1	72,454	44.5
2 MONTHS	2	.8	588	.4
3 MONTHS	15	5.8	6,892	4.2
4 MONTHS	17	6.6	28,396	17.4
5 MONTHS	1	.4	160	.1
6 MONTHS	2	.8	234	.1
12 MONTHS	2	.8	425	.3
13 MONTHS	2	.8	4,955	3.0
24 MONTHS	3	1.2	688	.4
25 MONTHS	1	.4	180	.1
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	22	8.6	32,855	20.2
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	2	.8	3,638	2.2
NOT SPECIFIED	13	5.1	10,245	6.3
OTHER	5	1.9	1,100	.7
TOTAL	257	100.0	162,810	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	76	29.6	35,996	22.1
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	175	68.1	120,642	74.1
REGULAR PAY PLUS JURY DUTY FEES	1	.4	218	.1
NOT SPECIFIED	4	1.6	4,240	2.6
OTHER	1	.4	1,714	1.1
TOTAL	257	100.0	162,810	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	14.4	26,783	16.5
IMMEDIATE FAMILY ONLY				
1.0 DAY	1	.4	130	.1
3.0 DAYS	59	23.0	17,168	10.5
4.0 DAYS	9	3.5	4,970	3.1
5.0 DAYS	8	3.1	13,997	8.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	238	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	13	5.1	3,176	2.0
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	.8	435	.3
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	110	.1
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	355	.2
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	3	1.2	907	.6
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	9	3.5	4,831	3.0
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	.8	358	.2
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	.4	325	.2
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	.4	1,200	.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	3	1.2	3,145	1.9
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	.4	3,500	2.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR ADD TRAVEL TIME	1	.4	150	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	9	3.5	4,833	3.0
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	.4	250	.2
1.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	.4	149	.1

CONTINUED...

TABLE 86 (...CONTINUED) PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	4	1.6	727	.4
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	54	21.0	55,064	33.8
3.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	.8	265	.2
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	2	.8	327	.2
4.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	.8	525	.3
4.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	.8	303	.2
4.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	.4	1,453	.9
5.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	4	1.6	4,960	3.0
5.0 DAYS BASIC LEAVE WITH 4.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	.4	220	.1
NOT SPECIFIED	18	7.0	8,901	5.5
OTHER	3	1.2	3,055	1.9
TOTAL	257	100.0	162,810	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	122	47.5	44,880	27.6
2 MONTHS	7	2.7	8,705	5.3
3 MONTHS	4	1.6	4,958	3.0
4 MONTHS	1	.4	450	.3
5 MONTHS	1	.4	380	.2
6 MONTHS	17	6.6	21,740	13.4
9 MONTHS	2	.8	310	.2
10 MONTHS	3	1.2	740	.5
12 MONTHS	92	35.8	67,988	41.8
OTHER	8	3.1	12,659	7.8
TOTAL	257	100.0	162,810	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	97	37.7	39,119	24.0
12 WEEKS	1	.4	150	.1
14 WEEKS	1	.4	848	.5
15 WEEKS	1	.4	100	.1
16 WEEKS	1	.4	250	.2
17 WEEKS	3	1.2	684	.4
18 WEEKS	17	6.6	10,416	6.4
20 WEEKS	10	3.9	10,395	6.4
21 WEEKS	1	.4	300	.2
24 WEEKS	65	25.3	58,069	35.7
26 WEEKS	6	2.3	4,201	2.6
28 WEEKS	2	.8	1,173	.7
32 WEEKS	2	.8	210	.1
36 WEEKS	30	11.7	32,010	19.7
40 WEEKS	1	.4	1,000	.6
46 WEEKS	1	.4	335	.2
48 WEEKS	3	1.2	704	.4
52 WEEKS	2	.8	345	.2
ACCORDING TO LEGISLATION	7	2.7	1,318	.8
NOT SPECIFIED	6	2.3	1,183	.7
TOTAL	257	100.0	162,810	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	165	64.2	109,133	67.0
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	65	25.3	38,990	23.9
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	16	6.2	10,695	6.6
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	7	2.7	1,884	1.2
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	3	1.2	1,973	1.2
OTHER	1	.4	135	.1
TOTAL	257	100.0	162,810	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	97	37.7	38,969	23.9
MATERNITY LEAVE PLAN EXISTS	160	62.3	123,841	76.1
TOTAL	257	100.0	162,810	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	141	54.9	105,852	65.0
PROVISION EXISTS	116	45.1	56,958	35.0
TOTAL	257	100.0	162,810	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	24.5	27,424	16.8
PROVISION EXISTS	194	75.5	135,386	83.2
TOTAL	257	100.0	162,810	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	139	54.1	55,915	34.3
PATERNITY	57	22.2	55,765	34.3
CITIZENSHIP	2	.8	3,641	2.2
FAMILY ILLNESS	6	2.3	1,356	.8
PATERNITY AND CITIZENSHIP	3	1.2	690	.4
PATERNITY AND FAMILY ILLNESS	6	2.3	2,163	1.3
MOVING AND FAMILY ILLNESS	3	1.2	689	.4
FAMILY ILLNESS AND MARRIAGE	1	.4	200	.1
PATERNITY, MOVING AND CITIZENSHIP	1	.4	180	.1
PATERNITY, MOVING AND FAMILY ILLNESS	4	1.6	2,350	1.4
PATERNITY,CITIZENSHIP AND FAMILY ILLNESS	2	.8	948	.6
PATERNITY, CITIZENSHIP AND MARRIAGE	1	.4	300	.2
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	21	8.2	33,458	20.6
PATERNITY, MOVING, FAMILY ILLNESS AND MARRIAGE	1	.4	100	.1
PATERNITY, MOVING, CITIZENSHIP, FAMILY ILLNESS AND MARRIAGE	1	.4	220	.1
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	7	2.7	4,511	2.8
OTHER	2	.8	324	.2
TOTAL	257	100.0	162,810	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	177	68.9	88,246	54.2
LEAVE WITHOUT PAY	32	12.5	51,104	31.4
LEAVE WITH PARTIAL PAY	4	1.6	1,307	.8
LEAVE WITH FULL PAY	31	12.1	18,000	11.1
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	11	4.3	3,670	2.3
OTHER	2	.8	483	.3
TOTAL	257	100.0	162,810	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	120	46.7	68,069	41.8
GRIEVANCE PAY ONLY	122	47.5	85,085	52.3
ARBITRATION PAY ONLY	1	.4	350	.2
GRIEVANCE AND ARBITRATION PAY	14	5.4	9,306	5.7
TOTAL	257	100.0	162,810	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	182	70.8	123,917	76.1
PROVISION EXISTS	75	29.2	38,893	23.9
TOTAL	257	100.0	162,810	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	243	94.6	156,103	95.9
EMPLOYER MUST INFORM EMPLOYEE OF DANGER FACED ON THE JOB	4	1.6	1,450	.9
EMPLOYEE HAS RIGHT TO REFUSE DANGEROUS WORK	8	3.1	4,886	3.0
EMPLOYEE MUST BE INFORMED OF DANGEROUS WORK AND HAS THE RIGHT TO REFUSE IT	2	.8	371	.2
TOTAL	257	100.0	162,810	100.0

*For explanation see number 10 in the Definitions on page IX.
**For explanation see number 11 in the Definitions on page IX.

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	112	43.6	55,923	34.3
PROVISION EXISTS	145	56.4	106,887	65.7
TOTAL	257	100.0	162,810	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	166	64.6	80,631	49.5
PROVISION EXISTS	91	35.4	82,179	50.5
TOTAL	257	100.0	162,810	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	120	46.7	54,457	33.4
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	124	48.2	91,981	56.5
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	13	5.1	16,372	10.1
TOTAL	257	100.0	162,810	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	179	69.6	117,438	72.1
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	4	1.6	5,708	3.5
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	3	1.2	1,698	1.0
SAFETY SHOES REPLACED AT NO COST TO EMPLOYEE	1	.4	400	.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	68	26.5	36,944	22.7
INITIAL SAFETY SHOES NO COST, MONETARY ALLOWANCE PROVIDED FOR REPLACEMENTS	1	.4	475	.3
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	1	.4	147	.1
TOTAL	257	100.0	162,810	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	229	89.1	149,355	91.7
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	21	8.2	8,139	5.0
SAFETY GLASSES SUPPLIED AT SOME COST TO EMPLOYEE	1	.4	4,000	2.5
SAFETY GLASSES REPLACED AT NO COST TO EMPLOYEE	2	.8	301	.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY GLASSES	3	1.2	745	.5
INITIAL SAFETY GLASSES SUPPLIED NO COST TO EMPLOYEE, REPLACEMENTS AT SOME COST	1	.4	270	.2
TOTAL	257	100.0	162,810	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	99	38.5	50,316	30.9
SUPPLIED AT NO COST TO EMPLOYEES	127	49.4	99,661	61.2
SUPPLIED AT SOME COST TO EMPLOYEES	8	3.1	1,381	.8
EMPLOYER MAKES A MONETARY ALLOWANCE	18	7.0	7,032	4.3
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	1	.4	125	.1
OTHER	4	1.6	4,295	2.6
TOTAL	257	100.0	162,810	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	155	60.3	100,081	61.5
MAINTAINED AT NO COST TO EMPLOYEES	87	33.9	54,990	33.8
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	14	5.4	7,569	4.6
OTHER	1	.4	170	.1
TOTAL	257	100.0	162,810	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	166	64.6	111,764	68.6
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	22	8.6	8,151	5.0
TOOLS SUPPLIED AT SOME COST TO EMPLOYEE	1	.4	200	.1
TOOLS REPLACED AT NO COST TO EMPLOYEE	20	7.8	11,642	7.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	21	8.2	20,527	12.6
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	9	3.5	3,877	2.4
INITIAL TOOLS SUPPLIED AT NO COST TO EMPLOYEES, REPLACEMENTS AT SOME COST	1	.4	400	.2
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	7	2.7	2,369	1.5
TOOLS REPLACED AT SOME COST AND INSURANCE PROVIDED	1	.4	100	.1
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	6	2.3	3,080	1.9
OTHER	3	1.2	700	.4
TOTAL	257	100.0	162,810	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	184	71.6	99,994	61.4
MEAL ALLOWANCE (OR MEALS SUPPLIED)	4	1.6	886	.5
LODGING ALLOWANCE (OR LODGING SUPPLIED)	6	2.3	1,685	1.0
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	2	.8	525	.3
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	36	14.0	44,652	27.4
LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	1	.4	300	.2
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	14	5.4	9,815	6.0
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	5	1.9	3,855	2.4
OTHER	5	1.9	1,098	.7
TOTAL	257	100.0	162,810	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	191	74.3	107,737	66.2
PORTAL TO PORTAL PAY	4	1.6	10,230	6.3
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	44	17.1	32,332	19.9
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	16	6.2	9,344	5.7
OTHER	2	.8	3,167	1.9
TOTAL	257	100.0	162,810	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	200	77.8	109,533	67.3
CENTS PER KILOMETER				
16.0 CENTS	1	.4	250	.2
16.6 CENTS	3	1.2	2,223	1.4
17.0 CENTS	2	.8	3,625	2.2
17.4 CENTS	1	.4	500	.3
18.0 CENTS	1	.4	120	.1
19.0 CENTS	1	.4	102	.1
20.0 CENTS	4	1.6	2,880	1.8
22.0 CENTS	1	.4	200	.1
22.5 CENTS	1	.4	180	.1
25.0 CENTS	4	1.6	1,480	.9
28.0 CENTS	11	4.3	12,506	7.7
VARIES WITH DISTANCE	7	2.7	6,271	3.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	1,098	.7
OTHER	18	7.0	21,842	13.4
TOTAL	257	100.0	162,810	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	187	72.8	116,116	71.3
PROVISION EXISTS	70	27.2	46,694	28.7
TOTAL	257	100.0	162,810	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	239	93.0	150,381	92.4
ONE TO TWO	3	1.2	2,960	1.8
ONE TO THREE	2	.8	238	.1
ONE TO FOUR	1	.4	1,000	.6
ONE TO FIVE	1	.4	197	.1
PROGRESSIVE RATIO	2	.8	2,300	1.4
RATIO VARIES BY TRADE	8	3.1	5,034	3.1
OTHER	1	.4	700	.4
TOTAL	257	100.0	162,810	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	159	61.9	97,023	59.6
TRAINING FOR BARGAINING UNIT EMPLOYEES	95	37.0	65,403	40.2
TRAINING FOR BARGAINING AND NON-BARGAINING UNIT EMPLOYEES	3	1.2	384	.2
TOTAL	257	100.0	162,810	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	188	73.2	133,238	81.8
SEVERANCE PAY PLAN	59	23.0	25,295	15.5
LAY-OFF BENEFIT PLAN	6	2.3	759	.5
SEVERANCE PAY AND LAY-OFF BENEFIT PLANS	4	1.6	3,518	2.2
TOTAL	257	100.0	162,810	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	245	95.3	157,335	96.6
PROVISION EXISTS	12	4.7	5,475	3.4
TOTAL	257	100.0	162,810	100.0

*For explanation see number 12 in the Definitions on page IX.
**For explanation see number 13 in the Definitions on page X.

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	229	89.1	139,369	85.6
PROVISION EXISTS	28	10.9	23,441	14.4
TOTAL	257	100.0	162,810	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	162	63.0	125,700	77.2
PROVISION EXISTS	95	37.0	37,110	22.8
TOTAL	257	100.0	162,810	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	192	74.7	121,633	74.7
PROVISION EXISTS	65	25.3	41,177	25.3
TOTAL	257	100.0	162,810	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	197	76.7	124,450	76.4
1 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	4	1.6	545	.3
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	8	3.1	9,437	5.8
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	17	6.6	7,104	4.4
4 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	2	.8	800	.5
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	7	2.7	1,579	1.0
LESS THAN ONE MONTHS NOTICE	1	.4	160	.1
NOT SPECIFIED	20	7.8	18,585	11.4
OTHER	1	.4	150	.1
TOTAL	257	100.0	162,810	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	226	87.9	146,833	90.2
PROVISION EXISTS	31	12.1	15,977	9.8
TOTAL	257	100.0	162,810	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	205	79.8	125,769	77.2
PROVISION EXISTS	52	20.2	37,041	22.8
TOTAL	257	100.0	162,810	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	255	99.2	158,630	97.4
PROVISION EXISTS	2	.8	4,180	2.6
TOTAL	257	100.0	162,810	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	231	89.9	142,618	87.6
PROVISION EXISTS	26	10.1	20,192	12.4
TOTAL	257	100.0	162,810	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	256	99.6	162,410	99.8
PROVISION EXISTS	1	.4	400	.2
TOTAL	257	100.0	162,810	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	256	99.6	162,410	99.8
PROVISION EXISTS	1	.4	400	.2
TOTAL	257	100.0	162,810	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	230	89.5	145,422	89.3
PROVISION EXISTS	27	10.5	17,388	10.7
TOTAL	257	100.0	162,810	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	243	94.6	154,871	95.1
PROVISION EXISTS	14	5.4	7,939	4.9
TOTAL	257	100.0	162,810	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	211	82.1	136,187	83.6
PROVISION EXISTS	46	17.9	26,623	16.4
TOTAL	257	100.0	162,810	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	254	98.8	160,765	98.7
PROVISION EXISTS	3	1.2	2,045	1.3
TOTAL	257	100.0	162,810	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	244	94.9	159,658	98.1
2 CALENDAR DAYS	1	.4	160	.1
5 CALENDAR DAYS	2	.8	310	.2
30 CALENDAR DAYS	4	1.6	550	.3
60 CALENDAR DAYS	3	1.2	722	.4
90 CALENDAR DAYS	2	.8	1,300	.8
OVER 95 DAYS	1	.4	110	.1
TOTAL	257	100.0	162,810	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	142	55.3	74,227	45.6
FORMAL JOB EVALUATION PLAN	20	7.8	10,135	6.2
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	73	28.4	71,016	43.6
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	22	8.6	7,432	4.6
TOTAL	257	100.0	162,810	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	187	72.8	100,841	61.9
PROVISION EXISTS	70	27.2	61,969	38.1
TOTAL	257	100.0	162,810	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	240	93.4	152,258	93.5
PROVISION FOR EQUAL PAY FOR EQUAL WORK	16	6.2	7,764	4.8
PROVISION FOR EQUAL PAY FOR WORK OF EQUAL VALUE	1	.4	2,788	1.7
TOTAL	257	100.0	162,810	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	223	86.8	144,102	88.5
AUTOMATIC MONTHLY ADJUSTMENTS	3	1.2	1,587	1.0
AUTOMATIC QUARTERLY ADJUSTMENTS	5	1.9	945	.6
AUTOMATIC ANNUAL ADJUSTMENTS	7	2.7	8,883	5.5
ONE ADJUSTMENT DURING TERM OF AGREEMENT	9	3.5	2,515	1.5
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	8	3.1	4,263	2.6
OTHER	2	.8	515	.3
TOTAL	257	100.0	162,810	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	224	87.2	144,623	88.8
1 CENTS PER HOUR ADJUSTMENT FOR				
.3 POINT CHANGE IN THE C.P.I.	6	2.3	1,164	.7
.4 POINT CHANGE IN THE C.P.I.	1	.4	450	.3
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	5	1.9	1,623	1.0
1.0 PERCENTAGE ADJUSTMENT FOR 1.0 PERCENTAGE CHANGE IN THE C.P.I.	1	.4	200	.1
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	4	1.6	2,298	1.4
COST-OF-LIVING ADJUSTMENTS TIED TO INDEXES OTHER THAN THE C.P.I.	3	1.2	5,589	3.4
OTHER	13	5.1	6,863	4.2
TOTAL	257	100.0	162,810	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	214	83.3	117,540	72.2
ATTENDANCE BONUS ONLY	7	2.7	2,406	1.5
CONTINUOUS SERVICE BONUS ONLY	36	14.0	42,864	26.3
TOTAL	257	100.0	162,810	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	74	28.8	41,610	25.6
33.3 PER CENT	2	.8	891	.5
50.0 PER CENT	42	16.3	43,737	26.9
60.0 PER CENT	3	1.2	788	.5
65.0 PER CENT	1	.4	206	.1
66.6 PER CENT	2	.8	376	.2
70.0 PER CENT	3	1.2	1,093	.7
75.0 PER CENT	32	12.5	42,047	25.8
80.0 PER CENT	2	.8	274	.2
85.0 PER CENT	1	.4	141	.1
100.0 PER CENT	72	28.0	20,103	12.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	1,000	.6
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	2	.8	420	.3
FLAT SUM PAYMENT	3	1.2	1,480	.9
COMBINED WITH PAYMENTS FOR OTHER PLANS	1	.4	126	.1
NOT SPECIFIED	16	6.2	8,518	5.2
TOTAL	257	100.0	162,810	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	76	29.6	47,799	29.4
PRESCRIPTION DRUG PLAN ONLY	1	.4	125	.1
DENTAL CARE PLAN ONLY	131	51.0	96,407	59.2
VISION CARE PLAN ONLY	1	.4	1,000	.6
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	6	2.3	4,664	2.9
PRESCRIPTION DRUG PLAN AND VISON CARE PLAN	1	.4	425	.3
DENTAL CARE PLAN AND VISION CARE PLAN	27	10.5	8,998	5.5
COMBINATION OF THREE PLANS	14	5.4	3,392	2.1
TOTAL	257	100.0	162,810	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	211	82.1	146,575	90.0
PROVISION EXISTS	46	17.9	16,235	10.0
TOTAL	257	100.0	162,810	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	76	29.6	40,359	24.8
50.0 PER CENT	13	5.1	9,615	5.9
60.0 PER CENT	5	1.9	2,038	1.3
63.0 PER CENT	1	.4	380	.2
66.6 PER CENT	16	6.2	26,271	16.1
70.0 PER CENT	1	.4	345	.2
75.0 PER CENT	22	8.6	32,592	20.0
80.0 PER CENT	2	.8	324	.2
85.0 PER CENT	1	.4	141	.1
100.0 PER CENT	85	33.1	27,412	16.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.2	1,900	1.2
FLAT SUM PAYMENT	2	.8	3,180	2.0
COMBINED WITH PAYMENTS FOR OTHER PLANS	1	.4	126	.1
NOT SPECIFIED	27	10.5	17,404	10.7
OTHER	2	.8	723	.4
TOTAL	257	100.0	162,810	100.0

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*For explanation see number 14 in the Definitions on page X.

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	76	29.6	40,359	24.8
3,000 DOLLARS	1	.4	450	.3
4,000 DOLLARS	2	.8	295	.2
5,000 DOLLARS	2	.8	560	.3
6,500 DOLLARS	1	.4	150	.1
10,000 DOLLARS	3	1.2	603	.4
13,000 DOLLARS	1	.4	350	.2
15,000 DOLLARS	3	1.2	408	.3
17,000 DOLLARS	1	.4	125	.1
18,000 DOLLARS	1	.4	103	.1
20,000 DOLLARS	4	1.6	623	.4
21,000 DOLLARS	1	.4	110	.1
23,000 DOLLARS	1	.4	175	.1
25,000 DOLLARS	13	5.1	2,736	1.7
26,500 DOLLARS	1	.4	105	.1
27,500 DOLLARS	1	.4	147	.1
29,000 DOLLARS	4	1.6	492	.3
30,000 DOLLARS	3	1.2	898	.6
31,000 DOLLARS	3	1.2	416	.3
32,000 DOLLARS	1	.4	130	.1
35,000 DOLLARS	2	.8	645	.4
50,000 DOLLARS	3	1.2	815	.5
VARIES WITH INCOME OR JOB CLASSIFICATION	52	20.2	60,849	37.4
VARIES WITH LENGTH OF SERVICE	1	.4	1,200	.7
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	4	1.6	2,380	1.5
CHANGES DURING TERM OF AGREEMENT	4	1.6	551	.3
NOT SPECIFIED	67	26.1	46,655	28.7
OTHER	1	.4	480	.3
TOTAL	257	100.0	162,810	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	148	57.6	80,837	49.7
50.0 PER CENT	2	.8	1,597	1.0
60.0 PER CENT	2	.8	408	.3
66.6 PER CENT	16	6.2	26,271	16.1
75.0 PER CENT	22	8.6	31,777	19.5
80.0 PER CENT	2	.8	324	.2
100.0 PER CENT	54	21.0	12,837	7.9
COMBINED WITH PAYMENTS FOR OTHER PLANS	1	.4	126	.1
NOT SPECIFIED	10	3.9	8,633	5.3
TOTAL	257	100.0	162,810	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	147	57.2	79,737	49.0
5,000 DOLLARS	1	.4	425	.3
6,500 DOLLARS	1	.4	150	.1
10,000 DOLLARS	2	.8	500	.3
18,000 DOLLARS	1	.4	103	.1
20,000 DOLLARS	1	.4	103	.1
21,000 DOLLARS	1	.4	110	.1
23,000 DOLLARS	1	.4	175	.1
25,000 DOLLARS	9	3.5	5,364	3.3
26,500 DOLLARS	1	.4	105	.1
27,500 DOLLARS	1	.4	147	.1
29,000 DOLLARS	4	1.6	492	.3
30,000 DOLLARS	2	.8	382	.2
31,000 DOLLARS	3	1.2	416	.3
35,000 DOLLARS	1	.4	525	.3
50,000 DOLLARS	4	1.6	1,254	.8
60,000 DOLLARS	1	.4	261	.2
VARIES WITH INCOME OR JOB CLASSIFICATION	35	13.6	48,995	30.1
VARIES WITH LENGTH OF SERVICE	1	.4	1,200	.7
CHANGES DURING TERM OF AGREEMENT	3	1.2	391	.2
NOT SPECIFIED	34	13.2	21,030	12.9
OTHER	3	1.2	945	.6
TOTAL	257	100.0	162,810	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	152	59.1	103,681	63.7
50.0 PER CENT	7	2.7	2,082	1.3
60.0 PER CENT	2	.8	408	.3
66.6 PER CENT	1	.4	151	.1
70.0 PER CENT	1	.4	345	.2
75.0 PER CENT	17	6.6	28,716	17.6
80.0 PER CENT	1	.4	124	.1
85.0 PER CENT	1	.4	100	.1
100.0 PER CENT	50	19.5	13,390	8.2
FLAT SUM PAYMENT	4	1.6	2,082	1.3
COMBINED WITH PAYMENTS FOR OTHER PLANS	1	.4	126	.1
NOT SPECIFIED	19	7.4	11,305	6.9
OTHER	1	.4	300	.2
TOTAL	257	100.0	162,810	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	153	59.5	103,905	63.8
$100.00 PER WEEK	1	.4	300	.2
$260.00 PER WEEK	1	.4	300	.2
$270.00 PER WEEK	1	.4	175	.1
$275.00 PER WEEK	1	.4	121	.1
$276.00 PER WEEK	1	.4	400	.2
$282.00 PER WEEK	1	.4	105	.1
$297.00 PER WEEK	1	.4	102	.1
$318.00 PER WEEK	4	1.6	500	.3
$325.00 PER WEEK	1	.4	103	.1
$339.00 PER WEEK	2	.8	226	.1
$350.00 PER WEEK	1	.4	100	.1
$375.00 PER WEEK	1	.4	147	.1
$400.00 PER WEEK	1	.4	247	.2
EXPRESSED AS PERCENT OF WAGES	40	15.6	29,458	18.1
VARIES WITH INCOME OR JOB CLASSIFICATION	21	8.2	5,294	3.3
VARIES WITH SEX OR WITH SEX AND INCOME	5	1.9	8,030	4.9
CHANGES DURING TERM OF AGREEMENT	2	.8	358	.2
NOT SPECIFIED	19	7.4	12,939	7.9
TOTAL	257	100.0	162,810	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	155	60.3	104,014	63.9
9 WEEKS	1	.4	480	.3
13 WEEKS	1	.4	300	.2
15 WEEKS	3	1.2	391	.2
16 WEEKS	2	.8	272	.2
17 WEEKS	2	.8	620	.4
21 WEEKS	1	.4	550	.3
24 WEEKS	3	1.2	15,780	9.7
26 WEEKS	25	9.7	6,136	3.8
36 WEEKS	1	.4	102	.1
39 WEEKS	2	.8	224	.1
40 WEEKS	1	.4	525	.3
52 WEEKS	18	7.0	4,508	2.8
104 WEEKS	2	.8	1,350	.8
VARIES WITH LENGTH OF SERVICE	10	3.9	9,985	6.1
NOT SPECIFIED	30	11.7	17,573	10.8
TOTAL	257	100.0	162,810	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	129	50.2	64,347	39.5
PROVISION EXISTS	128	49.8	98,463	60.5
TOTAL	257	100.0	162,810	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	166	64.6	100,228	61.6
50.0 PER CENT	6	2.3	1,726	1.1
66.6 PER CENT	1	.4	160	.1
75.0 PER CENT	2	.8	225	.1
80.0 PER CENT	2	.8	500	.3
85.0 PER CENT	1	.4	141	.1
100.0 PER CENT	33	12.8	38,194	23.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	700	.4
PER CENT OF PAYROLL	1	.4	160	.1
FLAT SUM PAYMENT	9	3.5	5,211	3.2
NOT SPECIFIED	31	12.1	14,947	9.2
OTHER	4	1.6	618	.4
TOTAL	257	100.0	162,810	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	108	42.0	75,670	46.5
NON-CONTRIBUTORY	35	13.6	17,591	10.8
CONTRIBUTORY	31	12.1	24,588	15.1
NOT SPECIFIED	83	32.3	44,961	27.6
TOTAL	257	100.0	162,810	100.0

SECTION II

MINING

(Includes mines, quarries, crude petroleum and natural gas wells)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1988	1	11.1	270	9.6
OCTOBER	1	11.1	270	9.6
1989	4	44.4	844	30.1
MARCH	2	22.2	475	16.9
JUNE	1	11.1	108	3.9
SEPTEMBER	1	11.1	261	9.3
1990	4	44.4	1,690	60.3
JANUARY	1	11.1	165	5.9
MAY	1	11.1	921	32.8
JUNE	1	11.1	247	8.8
SEPTEMBER	1	11.1	357	12.7
TOTAL	9	100.0	2,804	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	11.1	165	5.9
CENSUS DIVISION NO. 3	1	11.1	165	5.9
THE PARKS	3	33.3	778	27.7
CENSUS DIVISION NO. 14	2	22.2	517	18.4
MULTIPLE CENSUS DIVISIONS	1	11.1	261	9.3
EDMONTON / LLOYDMIN.	3	33.3	583	20.8
CENSUS DIVISION NO. 11	2	22.2	233	8.3
MULTIPLE CENSUS DIVISIONS	1	11.1	350	12.5
PEACE RIVER	1	11.1	357	12.7
CENSUS DIVISION NO. 15	1	11.1	357	12.7
ATHABASCA	1	11.1	921	32.8
CENSUS DIVISION NO. 12	1	11.1	921	32.8
TOTAL	9	100.0	2,804	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	11.1	165	5.9
REMAINDER	1	11.1	165	5.9
THE PARKS	3	33.3	778	27.7
HINTON	1	11.1	270	9.6
REMAINDER	2	22.2	508	18.1
EDMONTON / LLOYDMIN.	3	33.3	583	20.8
EDMONTON	2	22.2	233	8.3
REMAINDER	1	11.1	350	12.5
PEACE RIVER	1	11.1	357	12.7
REMAINDER	1	11.1	357	12.7
ATHABASCA	1	11.1	921	32.8
FORT MCMURRAY	1	11.1	921	32.8
TOTAL	9	100.0	2,804	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
C.L.C. DIRECTLY CHARTERED	1	11.1	350	12.5
ENERGY & CHEMICAL WORKERS	2	22.2	1,086	38.7
MINE WORKERS	1	11.1	247	8.8
MULTI-UNION	1	11.1	108	3.9
OPERATING ENGINEERS	3	33.3	656	23.4
STEELWORKERS	1	11.1	357	12.7
TOTAL	9	100.0	2,804	100.0

*For explanation see number 1 in the Definitions on page VIII.

**For explanation see number 2 in the Definitions on page VIII.

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
BETWEEN ONE AND TWO YEARS	1	11.1	921	32.8
TWO YEARS	6	66.7	1,488	53.1
BETWEEN TWO AND THREE YEARS	1	11.1	125	4.5
THREE YEARS	1	11.1	270	9.6
TOTAL	9	100.0	2,804	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	3	33.3	398	14.2
200 - 499 EMPLOYEES	5	55.6	1,485	53.0
500 - 999 EMPLOYEES	1	11.1	921	32.8
TOTAL	9	100.0	2,804	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,011	36.1
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	11.1	165	5.9
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	1	11.1	357	12.7
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	1	11.1	350	12.5
OTHER	1	11.1	921	32.8
TOTAL	9	100.0	2,804	100.0

*For explanation see number 3 in the Definitions on page VIII.

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
GENERAL STATEMENT OF MANAGEMENT RIGHTS	4	44.4	1,401	50.0
ENUMERATED LIST OF MANAGEMENT RIGHTS	1	11.1	357	12.7
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	4	44.4	1,046	37.3
TOTAL	9	100.0	2,804	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS*

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	165	5.9
CLOSED SHOP	2	22.2	233	8.3
UNION SHOP	5	55.6	1,485	53.0
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	1	11.1	921	32.8
TOTAL	9	100.0	2,804	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	2	22.2	1,086	38.7
DUES AND INITIATION FEES	3	33.3	888	31.7
DUES, INITIATION FEES AND ASSESSMENTS	2	22.2	372	13.3
DUES, INITIATION FEES, ASSESSMENTS AND FINES	1	11.1	350	12.5
OTHER	1	11.1	108	3.9
TOTAL	9	100.0	2,804	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	108	3.9
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	7	77.8	2,531	90.3
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	1	11.1	165	5.9
TOTAL	9	100.0	2,804	100.0

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*For explanation see number 4 in the Definitions on page VIII.

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	480	17.1
60 CALENDAR DAYS	1	11.1	350	12.5
30 WORKING DAYS/SHIFTS	1	11.1	357	12.7
45 WORKING DAYS/SHIFTS	1	11.1	261	9.3
3 MONTHS	1	11.1	270	9.6
6 MONTHS	1	11.1	165	5.9
OTHER	1	11.1	921	32.8
TOTAL	9	100.0	2,804	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.3
COMPANY	2	22.2	508	18.1
PLANT	1	11.1	350	12.5
COMBINATION OF COMPANY AND DEPARTMENT	1	11.1	357	12.7
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	11.1	921	32.8
COMPANY, PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	11.1	165	5.9
NOT SPECIFIED	1	11.1	270	9.6
TOTAL	9	100.0	2,804	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.3
4 MONTHS	1	11.1	921	32.8
6 MONTHS	3	33.3	778	27.7
12 MONTHS	2	22.2	522	18.6
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	1	11.1	350	12.5
TOTAL	9	100.0	2,804	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,193	78.2
2 WEEKS	1	11.1	261	9.3
VARIES WITH LENGTH OF SERVICE	1	11.1	350	12.5
TOTAL	9	100.0	2,804	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	398	14.2
4 CALENDAR DAYS	1	11.1	350	12.5
7 CALENDAR DAYS	1	11.1	357	12.7
8 CALENDAR DAYS	1	11.1	261	9.3
6 WORKING DAYS/SHIFTS	2	22.2	517	18.4
NOT SPECIFIED	1	11.1	921	32.8
TOTAL	9	100.0	2,804	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.3
PRIMARY FACTOR	5	55.6	2,159	77.0
SECONDARY FACTOR	1	11.1	165	5.9
OTHER	1	11.1	247	8.8
TOTAL	9	100.0	2,804	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	66.7	1,939	69.2
PRIMARY FACTOR	1	11.1	357	12.7
SECONDARY FACTOR	1	11.1	247	8.8
OTHER	1	11.1	261	9.3
TOTAL	9	100.0	2,804	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.3
SOLE FACTOR	3	33.3	1,333	47.5
PRIMARY FACTOR	4	44.4	1,238	44.2
TOTAL	9	100.0	2,804	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
UNION REPRESENTATIVE ONLY	1	11.1	125	4.5
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	6	66.7	2,068	73.8
UNION ONLY	1	11.1	350	12.5
CHOICE BETWEEN SEVERAL PROCEDURES	1	11.1	261	9.3
TOTAL	9	100.0	2,804	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	398	14.2
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	5	55.6	2,145	76.5
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	1	11.1	261	9.3
TOTAL	9	100.0	2,804	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	4	44.4	1,135	40.5
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	3	33.3	623	22.2
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	2	22.2	1,046	37.3
TOTAL	9	100.0	2,804	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIVE DAYS A WEEK	5	55.6	1,114	39.7
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	3	33.3	1,525	54.4
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	1	11.1	165	5.9
TOTAL	9	100.0	2,804	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8 HOURS	6	66.7	1,279	45.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	33.3	1,525	54.4
TOTAL	9	100.0	2,804	100.0

*For explanation see number 5 in the Definitions on page IX.

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
40 HOURS	4	44.4	989	35.3
44 HOURS	1	11.1	125	4.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	33.3	1,525	54.4
VARIES FOR DIFFERENT SEASONS	1	11.1	165	5.9
TOTAL	9	100.0	2,804	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,267	45.2
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	2	22.2	508	18.1
MEAL PERIOD PAID ON OVERTIME WORK	1	11.1	921	32.8
THREE SHIFTS AND OVERTIME	1	11.1	108	3.9
TOTAL	9	100.0	2,804	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
PROVISION FOR COMPRESSED WORK-WEEK	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	4	44.4	903	32.2
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 2 HOURS	1	11.1	108	3.9
DOUBLE TIME	3	33.3	1,436	51.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	11.1	357	12.7
TOTAL	9	100.0	2,804	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	273	9.7
TIME AND ONE-HALF	4	44.4	903	32.2
DOUBLE TIME	2	22.2	1,271	45.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	11.1	357	12.7
TOTAL	9	100.0	2,804	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,449	87.3
TIME AND ONE-HALF	1	11.1	247	8.8
DOUBLE TIME	1	11.1	108	3.9
TOTAL	9	100.0	2,804	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,568	55.9
DOUBLE TIME	5	55.6	1,236	44.1
TOTAL	9	100.0	2,804	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	66.7	2,042	72.8
TIME AND ONE-HALF	1	11.1	247	8.8
DOUBLE TIME	2	22.2	515	18.4
TOTAL	9	100.0	2,804	100.0

*For explanation see number 6 in the Definitions on page IX.

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,207	78.7
TIME AND ONE-HALF	1	11.1	247	8.8
DOUBLE TIME	1	11.1	350	12.5
TOTAL	9	100.0	2,804	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	647	23.1
AMOUNT NOT SPECIFIED, PAID AFTER 2 HOURS OF OVERTIME	1	11.1	921	32.8
MEALS FURNISHED BY EMPLOYER AFTER 2 HOURS OF OVERTIME	3	33.3	705	25.1
OTHER	2	22.2	531	18.9
TOTAL	9	100.0	2,804	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,105	39.4
PROVISION EXISTS	4	44.4	1,699	60.6
TOTAL	9	100.0	2,804	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,200	78.5
AMOUNT PER HOUR $1.15	1	11.1	357	12.7
TIME RATE PAYMENT TIME AND ONE-HALF	1	11.1	247	8.8
TOTAL	9	100.0	2,804	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,200	78.5
AMOUNT PER HOUR $1.55	1	11.1	357	12.7
OTHER	1	11.1	247	8.8
TOTAL	9	100.0	2,804	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	125	4.5
AMOUNT PER HOUR				
$.20	1	11.1	247	8.8
$.40	2	22.2	620	22.1
$.45	1	11.1	357	12.7
$.69	1	11.1	165	5.9
PER CENT OF WAGES 4.0 PER CENT	1	11.1	921	32.8
OTHER	2	22.2	369	13.2
TOTAL	9	100.0	2,804	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	125	4.5
AMOUNT PER HOUR				
$.25	1	11.1	247	8.8
$.45	1	11.1	357	12.7
$.75	2	22.2	620	22.1
$1.20	1	11.1	165	5.9
PER CENT OF WAGES 7.0 PER CENT	1	11.1	921	32.8
OTHER	2	22.2	369	13.2
TOTAL	9	100.0	2,804	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,200	78.5
AMOUNT PER HOUR				
$1.30	1	11.1	357	12.7
$5.00	1	11.1	247	8.8
TOTAL	9	100.0	2,804	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,447	87.3
FLAT AMOUNT PER SHIFT				
$ 5.00 PER SHIFT	1	11.1	357	12.7
TOTAL	9	100.0	2,804	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,696	96.1
PROVISION EXISTS	1	11.1	108	3.9
TOTAL	9	100.0	2,804	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	165	5.9
4.0 HOURS OF WORK OR PAY	4	44.4	1,889	67.4
VARIES DEPENDING ON WORK OR NOT	2	22.2	233	8.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	22.2	517	18.4
TOTAL	9	100.0	2,804	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MINIMUM OF 2.0 HOURS AT DOUBLE TIME	1	11.1	108	3.9
MINIMUM OF 3.0 HOURS AT TIME AND ONE-HALF	1	11.1	125	4.5
MINIMUM OF 4.0 HOURS AT TIME AND ONE-HALF	1	11.1	350	12.5
MINIMUM OF 6.0 HOURS AT TIME AND ONE-HALF	1	11.1	357	12.7
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	11.1	165	5.9
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	2	22.2	1,191	42.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	11.1	247	8.8
OTHER	1	11.1	261	9.3
TOTAL	9	100.0	2,804	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	398	14.2
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	6	66.7	2,406	85.8
TOTAL	9	100.0	2,804	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	108	3.9
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	5	55.6	2,145	76.5
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	3	33.3	551	19.7
TOTAL	9	100.0	2,804	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,901	67.8
2 PERIODS, 10 MINUTES EACH	3	33.3	633	22.6
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	11.1	270	9.6
TOTAL	9	100.0	2,804	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,454	87.5
1 PERIOD 5 MINUTES EACH	1	11.1	350	12.5
TOTAL	9	100.0	2,804	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
10 FULL HOLIDAYS	2	22.2	233	8.3
11 FULL HOLIDAYS	5	55.6	1,293	46.1
12 FULL HOLIDAYS	1	11.1	357	12.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	11.1	921	32.8
TOTAL	9	100.0	2,804	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,454	87.5
30 CALENDAR DAYS	1	11.1	350	12.5
TOTAL	9	100.0	2,804	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	583	20.8
DAY BEFORE AND AFTER HOLIDAY	6	66.7	2,221	79.2
TOTAL	9	100.0	2,804	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	1,636	58.3
PROVISION EXISTS	2	22.2	1,168	41.7
TOTAL	9	100.0	2,804	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	66.7	1,279	45.6
PRECEDING FRIDAY OFF WITH PAY	1	11.1	921	32.8
FOLLOWING MONDAY OFF WITH PAY	1	11.1	357	12.7
OTHER	1	11.1	247	8.8
TOTAL	9	100.0	2,804	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	66.7	1,279	45.6
FOLLOWING MONDAY OFF WITH PAY	2	22.2	1,278	45.6
OTHER	1	11.1	247	8.8
TOTAL	9	100.0	2,804	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	1,154	41.2
EXTRA DAYS VACATION WITH PAY	4	44.4	1,128	40.2
EXTRA DAYS PAY	1	11.1	357	12.7
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	1	11.1	165	5.9
TOTAL	9	100.0	2,804	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	1,533	54.7
EXTRA DAY OFF WITH PAY	1	11.1	350	12.5
EXTRA DAYS PAY	1	11.1	921	32.8
TOTAL	9	100.0	2,804	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	270	9.6
TIME AND ONE-HALF PLUS HOLIDAY PAY	3	33.3	633	22.6
DOUBLE TIME PLUS HOLIDAY PAY	4	44.4	1,736	61.9
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	1	11.1	165	5.9
TOTAL	9	100.0	2,804	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,319	47.0
1 YEAR	5	55.6	1,485	53.0
TOTAL	9	100.0	2,804	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.3
1 YEAR	2	22.2	1,086	38.7
2 YEARS	3	33.3	888	31.7
3 YEARS	2	22.2	597	21.3
TOTAL	9	100.0	2,804	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.3
6 YEARS	1	11.1	357	12.7
9 YEARS	1	11.1	350	12.5
10 YEARS	4	44.4	1,594	56.8
11 YEARS	1	11.1	270	9.6
TOTAL	9	100.0	2,804	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	741	26.4
10 YEARS	1	11.1	357	12.7
20 YEARS	3	33.3	1,436	51.2
21 YEARS	1	11.1	270	9.6
TOTAL	9	100.0	2,804	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,639	94.1
25 YEARS	1	11.1	165	5.9
TOTAL	9	100.0	2,804	100.0

TABLE 70 MAXIMUM PAID VACATION*

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.3
FOUR WEEKS	2	22.2	508	18.1
FIVE WEEKS	4	44.4	1,898	67.7
SIX WEEKS	1	11.1	165	5.9
TOTAL	9	100.0	2,804	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,403	50.0
PROVISION EXISTS	4	44.4	1,401	50.0
TOTAL	9	100.0	2,804	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	66.7	1,923	68.6
CASUAL ILLNESS LEAVE	1	11.1	270	9.6
GENERAL ILLNESS LEAVE	1	11.1	261	9.3
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	1	11.1	350	12.5
TOTAL	9	100.0	2,804	100.0

*For explanation see number 7 in the Definitions on page IX.
**For explanation see number 8 in the Definitions on page IX.

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE *

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,184	77.9
3 MONTHS	2	22.2	620	22.1
TOTAL	9	100.0	2,804	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE*

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,184	77.9
5 DAYS	2	22.2	620	22.1
TOTAL	9	100.0	2,804	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,184	77.9
UNDER 60 DAYS	1	11.1	270	9.6
VARIES WITH LENGTH OF SERVICE	1	11.1	350	12.5
TOTAL	9	100.0	2,804	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

*For explanation see number 8 in the Definitions on page IX.

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 82 INJURY PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	66.7	1,850	66.0
PROVISION EXISTS	3	33.3	954	34.0
TOTAL	9	100.0	2,804	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,447	87.3
OTHER	1	11.1	357	12.7
TOTAL	9	100.0	2,804	100.0

*For explanation see number 8 in the Definitions on page IX.
**For explanation see number 9 in the Definitions on page IX.

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	398	14.2
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	6	66.7	2,406	85.8
TOTAL	9	100.0	2,804	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	273	9.7
IMMEDIATE FAMILY ONLY 3.0 DAYS	4	44.4	999	35.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	11.1	350	12.5
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	11.1	261	9.3
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	11.1	921	32.8
TOTAL	9	100.0	2,804	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,447	87.3
12 MONTHS	1	11.1	357	12.7
TOTAL	9	100.0	2,804	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,447	87.3
18 WEEKS	1	11.1	357	12.7
TOTAL	9	100.0	2,804	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,447	87.3
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	1	11.1	357	12.7
TOTAL	9	100.0	2,804	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,447	87.3
MATERNITY LEAVE PLAN EXISTS	1	11.1	357	12.7
TOTAL	9	100.0	2,804	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,669	59.5
PROVISION EXISTS	4	44.4	1,135	40.5
TOTAL	9	100.0	2,804	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	11.1	125	4.5
PROVISION EXISTS	8	88.9	2,679	95.5
TOTAL	9	100.0	2,804	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	1,526	54.4
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	11.1	921	32.8
OTHER	1	11.1	357	12.7
TOTAL	9	100.0	2,804	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	668	23.8
GRIEVANCE PAY ONLY	5	55.6	2,136	76.2
TOTAL	9	100.0	2,804	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,002	35.7
PROVISION EXISTS	4	44.4	1,802	64.3
TOTAL	9	100.0	2,804	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,543	90.7
EMPLOYEE MUST BE INFORMED OF DANGEROUS WORK AND HAS THE RIGHT TO REFUSE IT	1	11.1	261	9.3
TOTAL	9	100.0	2,804	100.0

*For explanation see number 10 in the Definitions on page IX.
**For explanation see number 11 in the Definitions on page IX.

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.3
PROVISION EXISTS	7	77.8	2,571	91.7
TOTAL	9	100.0	2,804	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	398	14.2
PROVISION EXISTS	6	66.7	2,406	85.8
TOTAL	9	100.0	2,804	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	520	18.5
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	5	55.6	2,023	72.1
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	1	11.1	261	9.3
TOTAL	9	100.0	2,804	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,177	77.6
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	2	22.2	627	22.4
TOTAL	9	100.0	2,804	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,669	59.5
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	3	33.3	865	30.8
INITIAL SAFETY GLASSES SUPPLIED NO COST TO EMPLOYEE, REPLACEMENTS AT SOME COST	1	11.1	270	9.6
TOTAL	9	100.0	2,804	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	520	18.5
SUPPLIED AT NO COST TO EMPLOYEES	3	33.3	743	26.5
EMPLOYER MAKES A MONETARY ALLOWANCE	3	33.3	1,541	55.0
TOTAL	9	100.0	2,804	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	66.7	1,497	53.4
MAINTAINED AT NO COST TO EMPLOYEES	3	33.3	1,307	46.6
TOTAL	9	100.0	2,804	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	273	9.7
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	1	11.1	921	32.8
TOOLS REPLACED AT NO COST TO EMPLOYEE	1	11.1	350	12.5
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	2	22.2	604	21.5
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	3	33.3	656	23.4
TOTAL	9	100.0	2,804	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	1,758	62.7
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	2	22.2	1,046	37.3
TOTAL	9	100.0	2,804	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,679	95.5
CENTS PER KILOMETER 17.0 CENTS	1	11.1	125	4.5
TOTAL	9	100.0	2,804	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	233	8.3
PROVISION EXISTS	7	77.8	2,571	91.7
TOTAL	9	100.0	2,804	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,504	53.6
TRAINING FOR BARGAINING UNIT EMPLOYEES	5	55.6	1,300	46.4
TOTAL	9	100.0	2,804	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	33.3	583	20.8
SEVERANCE PAY PLAN	6	66.7	2,221	79.2
TOTAL	9	100.0	2,804	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	755	26.9
PROVISION EXISTS	5	55.6	2,049	73.1
TOTAL	9	100.0	2,804	100.0

*For explanation see number 12 in the Definitions on page IX.
**For explanation see number 13 in the Definitions on page X.

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	55.6	1,814	64.7
PROVISION EXISTS	4	44.4	990	35.3
TOTAL	9	100.0	2,804	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	1,883	67.2
NOT SPECIFIED	1	11.1	921	32.8
TOTAL	9	100.0	2,804	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	1,883	67.2
PROVISION EXISTS	1	11.1	921	32.8
TOTAL	9	100.0	2,804	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	1,883	67.2
PROVISION EXISTS	1	11.1	921	32.8
TOTAL	9	100.0	2,804	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,557	91.2
PROVISION EXISTS	1	11.1	247	8.8
TOTAL	9	100.0	2,804	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	1,636	58.3
PROVISION EXISTS	2	22.2	1,168	41.7
TOTAL	9	100.0	2,804	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	1,636	58.3
PROVISION EXISTS	2	22.2	1,168	41.7
TOTAL	9	100.0	2,804	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	66.7	1,375	49.0
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	3	33.3	1,429	51.0
TOTAL	9	100.0	2,804	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,543	90.7
PROVISION EXISTS	1	11.1	261	9.3
TOTAL	9	100.0	2,804	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,447	87.3
AUTOMATIC QUARTERLY ADJUSTMENTS	1	11.1	357	12.7
TOTAL	9	100.0	2,804	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	88.9	2,447	87.3
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	11.1	357	12.7
TOTAL	9	100.0	2,804	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	100.0	2,804	100.0
TOTAL	9	100.0	2,804	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,319	47.0
100.0 PER CENT	5	55.6	1,485	53.0
TOTAL	9	100.0	2,804	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,319	47.0
DENTAL CARE PLAN ONLY	1	11.1	247	8.8
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	1	11.1	261	9.3
DENTAL CARE PLAN AND VISION CARE PLAN	2	22.2	707	25.2
COMBINATION OF THREE PLANS	1	11.1	270	9.6
TOTAL	9	100.0	2,804	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,184	77.9
PROVISION EXISTS	2	22.2	620	22.1
TOTAL	9	100.0	2,804	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,319	47.0
100.0 PER CENT	4	44.4	1,135	40.5
NOT SPECIFIED	1	11.1	350	12.5
TOTAL	9	100.0	2,804	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,319	47.0
25,000 DOLLARS	1	11.1	247	8.8
30,000 DOLLARS	1	11.1	261	9.3
50,000 DOLLARS	2	22.2	707	25.2
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	11.1	270	9.6
TOTAL	9	100.0	2,804	100.0

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*For explanation see number 14 in the Definitions page X.

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,319	47.0
100.0 PER CENT	4	44.4	1,135	40.5
NOT SPECIFIED	1	11.1	350	12.5
TOTAL	9	100.0	2,804	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,319	47.0
30,000 DOLLARS	1	11.1	270	9.6
50,000 DOLLARS	3	33.3	954	34.0
60,000 DOLLARS	1	11.1	261	9.3
TOTAL	9	100.0	2,804	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,319	47.0
100.0 PER CENT	5	55.6	1,485	53.0
TOTAL	9	100.0	2,804	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,319	47.0
$400.00 PER WEEK	1	11.1	247	8.8
EXPRESSED AS PERCENT OF WAGES	2	22.2	620	22.1
VARIES WITH INCOME OR JOB CLASSIFICATION	2	22.2	618	22.0
TOTAL	9	100.0	2,804	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,319	47.0
17 WEEKS	2	22.2	620	22.1
26 WEEKS	1	11.1	357	12.7
52 WEEKS	2	22.2	508	18.1
TOTAL	9	100.0	2,804	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	44.4	1,319	47.0
PROVISION EXISTS	5	55.6	1,485	53.0
TOTAL	9	100.0	2,804	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	77.8	2,571	91.7
100.0 PER CENT	1	11.1	125	4.5
OTHER	1	11.1	108	3.9
TOTAL	9	100.0	2,804	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	22.2	1,086	38.7
NON-CONTRIBUTORY	3	33.3	503	17.9
CONTRIBUTORY	1	11.1	247	8.8
NOT SPECIFIED	3	33.3	968	34.5
TOTAL	9	100.0	2,804	100.0

SECTION III

MANUFACTURING

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1988	14	19.7	2,190	15.6
MARCH	1	1.4	100	.7
APRIL	2	2.8	314	2.2
MAY	2	2.8	475	3.4
JUNE	1	1.4	200	1.4
JULY	1	1.4	102	.7
AUGUST	1	1.4	100	.7
NOVEMBER	4	5.6	671	4.8
DECEMBER	2	2.8	228	1.6
1989	24	33.8	3,896	27.7
FEBRUARY	6	8.5	867	6.2
MARCH	6	8.5	1,306	9.3
APRIL	2	2.8	270	1.9
MAY	2	2.8	286	2.0
JUNE	2	2.8	254	1.8
JULY	2	2.8	229	1.6
AUGUST	1	1.4	149	1.1
SEPTEMBER	1	1.4	180	1.3
NOVEMBER	2	2.8	355	2.5
1990	23	32.4	5,377	38.2
JANUARY	2	2.8	810	5.8
FEBRUARY	2	2.8	280	2.0
MARCH	9	12.7	1,196	8.5
MAY	1	1.4	102	.7
JULY	4	5.6	878	6.2
SEPTEMBER	1	1.4	1,000	7.1
OCTOBER	2	2.8	585	4.2
DECEMBER	2	2.8	526	3.7
1991 AND LATER	10	14.1	2,595	18.5
MARCH	3	4.2	391	2.8
APRIL	3	4.2	939	6.7
MAY	1	1.4	130	.9
JULY	1	1.4	525	3.7
AUGUST	2	2.8	610	4.3
TOTAL	71	100.0	14,058	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	3	4.2	680	4.8
CENSUS DIVISION NO. 1	2	2.8	560	4.0
MULTIPLE CENSUS DIVISIONS	1	1.4	120	.9
LETHBRIDGE	9	12.7	1,161	8.3
CENSUS DIVISION NO. 2	9	12.7	1,161	8.3
CALGARY / DRUMHELLER	20	28.2	3,407	24.2
CENSUS DIVISION NO. 6	20	28.2	3,407	24.2
THE PARKS	4	5.6	891	6.3
CENSUS DIVISION NO. 9	1	1.4	126	.9
CENSUS DIVISION NO. 14	3	4.2	765	5.4
RED DEER / WAINWRIGHT	4	5.6	637	4.5
CENSUS DIVISION NO. 8	4	5.6	637	4.5
EDMONTON / LLOYDMIN.	22	31.0	5,722	40.7
CENSUS DIVISION NO. 11	22	31.0	5,722	40.7
PEACE RIVER	5	7.0	667	4.7
CENSUS DIVISION NO. 15	5	7.0	667	4.7
INTER-REGIONAL	3	4.2	769	5.5
PROVINCE WIDE	1	1.4	124	.9
TOTAL	71	100.0	14,058	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	3	4.2	680	4.8
MEDICINE HAT	1	1.4	110	.8
REMAINDER	2	2.8	570	4.1
LETHBRIDGE	9	12.7	1,161	8.3
LETHBRIDGE	8	11.3	1,061	7.5
TABER	1	1.4	100	.7
CALGARY / DRUMHELLER	20	28.2	3,407	24.2
CALGARY	20	28.2	3,407	24.2
THE PARKS	4	5.6	891	6.3
HINTON	2	2.8	645	4.6
REMAINDER	2	2.8	246	1.7
RED DEER / WAINWRIGHT	4	5.6	637	4.5
RED DEER	4	5.6	637	4.5
EDMONTON / LLOYDMIN.	22	31.0	5,722	40.7
EDMONTON	21	29.6	5,197	37.0
FORT SASKATCHEWAN	1	1.4	525	3.7
PEACE RIVER	5	7.0	667	4.7
REMAINDER	5	7.0	667	4.7
TWO OR MORE REGIONS	3	4.2	769	5.5
PROVINCE WIDE	1	1.4	124	.9
TOTAL	71	100.0	14,058	100.0

*For explanation see number 1 in the Definitions on page VIII.

**For explanation see number 2 in the Definitions on page VIII.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ALTA BRHD DAIRY EMPLOYEES	2	2.8	314	2.2
BAKERY WORKERS	1	1.4	121	.9
BOILERMAKERS	5	7.0	590	4.2
C.L.C. DIRECTLY CHARTERED	1	1.4	100	.7
CANADIAN PAPERWORKERS	1	1.4	525	3.7
CARPENTERS	1	1.4	300	2.1
EMPLOYEES ASSOCIATION	5	7.0	861	6.1
ENERGY & CHEMICAL WORKERS	8	11.3	2,060	14.7
GARMENT WORKERS	1	1.4	425	3.0
GLASSWORKERS	2	2.8	570	4.1
GRAPHIC COMMUNICATIONS	1	1.4	180	1.3
IRON WORKERS	3	4.2	357	2.5
IWA CANADA	7	9.9	838	6.0
LADIES' GARMENT WORKERS	1	1.4	160	1.1
MACHINISTS	1	1.4	175	1.2
MULTI-UNION	1	1.4	100	.7
OPERATING ENGINEERS	1	1.4	102	.7
RETAIL WHOLESALE UNION	3	4.2	365	2.6
RUBBER WORKERS	1	1.4	110	.8
STEELWORKERS	5	7.0	1,355	9.6
TEAMSTERS	4	5.6	1,054	7.5
UNITED FOOD & COMM. WORKERS	16	22.5	3,396	24.2
TOTAL	71	100.0	14,058	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	2	2.8	200	1.4
BETWEEN ONE AND TWO YEARS	4	5.6	699	5.0
TWO YEARS	34	47.9	5,971	42.5
BETWEEN TWO AND THREE YEARS	3	4.2	416	3.0
THREE YEARS	25	35.2	5,144	36.6
MORE THAN THREE YEARS	3	4.2	1,628	11.6
TOTAL	71	100.0	14,058	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	52	73.2	6,916	49.2
200 - 499 EMPLOYEES	16	22.5	5,092	36.2
500 - 999 EMPLOYEES	2	2.8	1,050	7.5
1,000 OR MORE EMPLOYEES	1	1.4	1,000	7.1
TOTAL	71	100.0	14,058	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	69	97.2	13,203	93.9
NON-OFFICE AND OFFICE EMPLOYEES	2	2.8	855	6.1
TOTAL	71	100.0	14,058	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	29.6	3,979	28.3
UNION MEMBERSHIP	21	29.6	3,512	25.0
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	1.4	330	2.3
RACE, RELIGION, NATIONALITY, SEX	5	7.0	959	6.8
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	14	19.7	3,310	23.5
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	4	5.6	987	7.0
RACE, RELIGION, NATIONALITY, SEX, AGE, MARITAL STATUS	1	1.4	400	2.8
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	1	1.4	116	.8
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	3	4.2	465	3.3
TOTAL	71	100.0	14,058	100.0

*For explanation see number 3 in the Definitions on page VIII.

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	9.9	1,268	9.0
GENERAL STATEMENT OF MANAGEMENT RIGHTS	10	14.1	2,074	14.8
ENUMERATED LIST OF MANAGEMENT RIGHTS	20	28.2	4,376	31.1
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	10	14.1	1,527	10.9
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	24	33.8	4,813	34.2
TOTAL	71	100.0	14,058	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS*

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	12.7	2,205	15.7
CLOSED SHOP	7	9.9	1,000	7.1
UNION SHOP	45	63.4	9,098	64.7
MODIFIED UNION SHOP	6	8.5	910	6.5
MAINTENANCE OF MEMBERSHIP	1	1.4	400	2.8
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	3	4.2	445	3.2
TOTAL	71	100.0	14,058	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.8	380	2.7
DUES CHECK-OFF ONLY	12	16.9	2,532	18.0
DUES AND INITIATION FEES	21	29.6	4,645	33.0
DUES AND ASSESSMENTS	2	2.8	320	2.3
DUES AND FINES	1	1.4	117	.8
DUES, INITIATION FEES AND ASSESSMENTS	28	39.4	4,917	35.0
DUES, INITIATION FEES AND FINES	1	1.4	425	3.0
DUES, ASSESSMENTS AND FINES	1	1.4	175	1.2
DUES, INITIATION FEES, ASSESSMENTS AND FINES	3	4.2	547	3.9
TOTAL	71	100.0	14,058	100.0

*For explanation see number 4 in the Definitions on page VIII.

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	5.6	680	4.8
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	52	73.2	10,557	75.1
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	1	1.4	160	1.1
COMPULSORY FOR UNION MEMBERS	2	2.8	295	2.1
COMPULSORY FOR NEW EMPLOYEES	2	2.8	275	2.0
COMPULSORY FOR UNION MEMBERS AND NEW EMPLOYEES	2	2.8	204	1.5
COMPULSORY FOR NEW EMPLOYEES AND PRESENT DUES-PAYING EMPLOYEES	1	1.4	120	.9
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	2	2.8	950	6.8
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	5	7.0	817	5.8
TOTAL	71	100.0	14,058	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	5.6	893	6.4
30 CALENDAR DAYS	9	12.7	1,937	13.8
60 CALENDAR DAYS	5	7.0	846	6.0
90 CALENDAR DAYS	7	9.9	1,882	13.4
120 CALENDAR DAYS	4	5.6	1,269	9.0
15 WORKING DAYS/SHIFTS	1	1.4	300	2.1
30 WORKING DAYS/SHIFTS	7	9.9	887	6.3
40 WORKING DAYS/SHIFTS	1	1.4	120	.9
45 WORKING DAYS/SHIFTS	3	4.2	705	5.0
50 WORKING DAYS/SHIFTS	1	1.4	100	.7
55 WORKING DAYS/SHIFTS	1	1.4	130	.9
60 WORKING DAYS/SHIFTS	8	11.3	1,209	8.6
65 WORKING DAYS/SHIFTS	1	1.4	100	.7
90 WORKING DAYS/SHIFTS	3	4.2	1,226	8.7
130 WORKING DAYS/SHIFTS	1	1.4	120	.9
180 WORKING DAYS/SHIFTS	1	1.4	250	1.8
10 WEEKS	1	1.4	125	.9
3 MONTHS	10	14.1	1,534	10.9
VARIES BY OCCUPATION OR CLASSIFICATION	1	1.4	150	1.1
OTHER	2	2.8	275	2.0
TOTAL	71	100.0	14,058	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.2	527	3.7
COMPANY	9	12.7	1,263	9.0
PLANT	18	25.4	3,012	21.4
DEPARTMENT	4	5.6	1,021	7.3
JOB OR OCCUPATIONAL CLASSIFICATION	4	5.6	459	3.3
COMBINATION OF COMPANY AND PLANT	2	2.8	215	1.5
COMBINATION OF COMPANY AND DEPARTMENT	4	5.6	1,495	10.6
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.4	200	1.4
COMBINATION OF PLANT AND DEPARTMENT	15	21.1	3,633	25.8
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	2	2.8	540	3.8
COMBINATION OF COMPANY, PLANT AND DEPARTMENT	1	1.4	126	.9
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	3	4.2	832	5.9
NOT SPECIFIED	5	7.0	735	5.2
TOTAL	71	100.0	14,058	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	9.9	1,113	7.9
6 MONTHS	9	12.7	1,854	13.2
9 MONTHS	1	1.4	300	2.1
12 MONTHS	20	28.2	4,041	28.7
18 MONTHS	4	5.6	826	5.9
24 MONTHS	3	4.2	1,545	11.0
48 MONTHS	1	1.4	105	.7
84 MONTHS	1	1.4	175	1.2
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	12	16.9	1,634	11.6
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	10	14.1	1,514	10.8
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	2	2.8	551	3.9
OTHER	1	1.4	400	2.8
TOTAL	71	100.0	14,058	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	46.5	6,516	46.4
24 HOURS	1	1.4	120	.9
48 HOURS	2	2.8	254	1.8
3 CALENDAR DAYS	1	1.4	450	3.2
5 CALENDAR DAYS	1	1.4	102	.7
7 CALENDAR DAYS	2	2.8	398	2.8
14 CALENDAR DAYS	2	2.8	229	1.6
2 WORKING DAYS/SHIFTS	1	1.4	250	1.8
3 WORKING DAYS/SHIFTS	1	1.4	480	3.4
5 WORKING DAYS/SHIFTS	3	4.2	386	2.7
1 WEEKS	2	2.8	270	1.9
4 WEEKS	1	1.4	175	1.2
VARIES WITH LENGTH OF SERVICE	20	28.2	4,258	30.3
NOT SPECIFIED	1	1.4	170	1.2
TOTAL	71	100.0	14,058	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	80.3	11,030	78.5
2 DAYS PAY	1	1.4	130	.9
5 DAYS PAY	1	1.4	126	.9
14 DAYS PAY	1	1.4	117	.8
ONE WEEKS PAY	1	1.4	149	1.1
VARIES WITH LENGTH OF SERVICE	10	14.1	2,506	17.8
TOTAL	71	100.0	14,058	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	83.1	11,632	82.7
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	11	15.5	1,946	13.8
ACCORDING TO LEGISLATION	1	1.4	480	3.4
TOTAL	71	100.0	14,058	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	19.7	2,502	17.8
24 HOURS	1	1.4	112	.8
48 HOURS	1	1.4	1,000	7.1
72 HOURS	1	1.4	135	1.0
3 CALENDAR DAYS	3	4.2	678	4.8
5 CALENDAR DAYS	6	8.5	994	7.1
6 CALENDAR DAYS	2	2.8	355	2.5
7 CALENDAR DAYS	4	5.6	1,170	8.3
8 CALENDAR DAYS	1	1.4	120	.9
2 WORKING DAYS/SHIFTS	3	4.2	356	2.5
3 WORKING DAYS/SHIFTS	12	16.9	2,059	14.6
5 WORKING DAYS/SHIFTS	12	16.9	2,902	20.6
6 WORKING DAYS/SHIFTS	1	1.4	450	3.2
7 WORKING DAYS/SHIFTS	1	1.4	160	1.1
10 WORKING DAYS/SHIFTS	1	1.4	120	.9
1 WEEKS	1	1.4	120	.9
2 WEEKS	1	1.4	160	1.1
NOT SPECIFIED	6	8.5	665	4.7
TOTAL	71	100.0	14,058	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.5	817	5.8
SOLE FACTOR	3	4.2	442	3.1
PRIMARY FACTOR	40	56.3	9,106	64.8
SECONDARY FACTOR	17	23.9	2,728	19.4
EQUAL FACTOR	2	2.8	220	1.6
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	3	4.2	745	5.3
TOTAL	71	100.0	14,058	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	35.2	3,941	28.0
SOLE FACTOR	5	7.0	1,082	7.7
PRIMARY FACTOR	27	38.0	5,463	38.9
SECONDARY FACTOR	11	15.5	1,937	13.8
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	3	4.2	1,635	11.6
TOTAL	71	100.0	14,058	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	102	.7
SOLE FACTOR	20	28.2	3,726	26.5
PRIMARY FACTOR	35	49.3	7,252	51.6
SECONDARY FACTOR	10	14.1	1,823	13.0
EQUAL FACTOR	2	2.8	410	2.9
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	3	4.2	745	5.3
TOTAL	71	100.0	14,058	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	126	.9
EMPLOYEE ONLY	12	16.9	2,497	17.8
UNION REPRESENTATIVE ONLY	6	8.5	776	5.5
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	42	59.2	8,391	59.7
UNION ONLY	4	5.6	862	6.1
EMPLOYEE OR UNION REPRESENTATIVE	4	5.6	976	6.9
GRIEVANCE COMMITTEE ONLY	1	1.4	180	1.3
CHOICE BETWEEN SEVERAL PROCEDURES	1	1.4	250	1.8
TOTAL	71	100.0	14,058	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	35	49.3	6,203	44.1
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	23	32.4	4,426	31.5
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	5	7.0	816	5.8
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	3	4.2	745	5.3
OTHER	5	7.0	1,868	13.3
TOTAL	71	100.0	14,058	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	20	28.2	2,733	19.4
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	40	56.3	9,395	66.8
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	11	15.5	1,930	13.7
TOTAL	71	100.0	14,058	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	102	.7
FIVE DAYS A WEEK	65	91.5	12,599	89.6
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	4	5.6	1,057	7.5
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	1	1.4	300	2.1
TOTAL	71	100.0	14,058	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7-3/10 HOURS	1	1.4	121	.9
7-1/2 HOURS	1	1.4	180	1.3
8 HOURS	60	84.5	11,223	79.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	7	9.9	2,074	14.8
VARIES FOR DIFFERENT SEASONS	2	2.8	460	3.3
TOTAL	71	100.0	14,058	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
36-1/4 HOURS	1	1.4	160	1.1
36-1/2 HOURS	1	1.4	121	.9
37-1/2 HOURS	1	1.4	180	1.3
40 HOURS	62	87.3	11,737	83.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	6	8.5	1,860	13.2
TOTAL	71	100.0	14,058	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	35	49.3	6,780	48.2
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	5	7.0	911	6.5
MEAL PERIOD PAID ON THREE SHIFT OPERATIONS	2	2.8	300	2.1
MEAL PERIOD PAID ON 3RD SHIFT ONLY	2	2.8	642	4.6
MEAL PERIOD PAID ON OVERTIME WORK	22	31.0	3,664	26.1
THREE SHIFTS AND OVERTIME	3	4.2	461	3.3
2ND AND 3RD SHIFT AND OVERTIME	1	1.4	1,000	7.1
PROVISIONS EXIST FOR PAID MEAL PERIOD, CANNOT DETERMINE WHICH CODE APPLIES	1	1.4	300	2.1
TOTAL	71	100.0	14,058	100.0

*For explanation see number 5 in the Definitions on page IX.

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	47	66.2	8,670	61.7
PROVISION FOR FLEX-TIME	1	1.4	105	.7
PROVISION FOR COMPRESSED WORK-WEEK	23	32.4	5,283	37.6
TOTAL	71	100.0	14,058	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.8	302	2.1
TIME AND ONE-HALF	19	26.8	4,187	29.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	1	1.4	400	2.8
DOUBLE TIME AFTER 2 HOURS	16	22.5	2,867	20.4
DOUBLE TIME AFTER 3 HOURS	5	7.0	792	5.6
DOUBLE TIME AFTER 4 HOURS	6	8.5	837	6.0
DOUBLE TIME AFTER 5 HOURS	5	7.0	719	5.1
DOUBLE TIME AFTER 8 HOURS	1	1.4	100	.7
OTHER	1	1.4	140	1.0
DOUBLE TIME	10	14.1	2,404	17.1
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 4 HOURS	1	1.4	400	2.8
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.4	124	.9
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	1.4	145	1.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	525	3.7
NOT SPECIFIED	1	1.4	116	.8
TOTAL	71	100.0	14,058	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	42.3	6,011	42.8
TIME AND ONE-HALF	26	36.6	5,079	36.1
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	1	1.4	400	2.8
DOUBLE TIME AFTER 5 HOURS	2	2.8	396	2.8
DOUBLE TIME AFTER 8 HOURS	2	2.8	260	1.8
DOUBLE TIME AFTER 10 HOURS	1	1.4	125	.9
DOUBLE TIME AFTER 16 HOURS	1	1.4	300	2.1
DOUBLE TIME	6	8.5	838	6.0
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.4	124	.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	525	3.7
TOTAL	71	100.0	14,058	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	54.9	8,575	61.0
STRAIGHT TIME INCREASED TO 1.50 TIME AFTER 4 HOURS	1	1.4	115	.8
TIME AND ONE-HALF	14	19.7	2,345	16.7
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 4 HOURS	5	7.0	768	5.5
DOUBLE TIME AFTER 8 HOURS	5	7.0	687	4.9
DOUBLE TIME	3	4.2	548	3.9
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 4 HOURS	1	1.4	400	2.8
2.00 TIME OFF OR PAY @ 2.00 INCREASED TO OTHER	1	1.4	145	1.0
OTHER	2	2.8	475	3.4
TOTAL	71	100.0	14,058	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	38.0	6,335	45.1
TIME AND ONE-HALF	2	2.8	237	1.7
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 20 HOURS	1	1.4	450	3.2
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	130	.9
DOUBLE TIME	32	45.1	4,958	35.3
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	1.4	400	2.8
TRIPLE TIME AFTER 14 HOURS	1	1.4	218	1.6
DOUBLE TIME AND ONE-HALF	2	2.8	310	2.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	525	3.7
OTHER	3	4.2	495	3.5
TOTAL	71	100.0	14,058	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	46	64.8	8,111	57.7
TIME AND ONE-HALF	13	18.3	3,110	22.1
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	1.4	450	3.2
DOUBLE TIME AFTER 3 HOURS	1	1.4	160	1.1
DOUBLE TIME AFTER 4 HOURS	2	2.8	295	2.1
DOUBLE TIME AFTER 8 HOURS	2	2.8	318	2.3
DOUBLE TIME	5	7.0	1,494	10.6
EQUIVALENT TIME OFF	1	1.4	120	.9
TOTAL	71	100.0	14,058	100.0

*For explanation see number 6 in the Definitions on page IX.

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	59.2	7,492	53.3
TIME AND ONE-HALF	4	5.6	881	6.3
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	1.4	450	3.2
DOUBLE TIME AFTER 3 HOURS	1	1.4	160	1.1
DOUBLE TIME AFTER 4 HOURS	1	1.4	120	.9
DOUBLE TIME AFTER 8 HOURS	1	1.4	100	.7
DOUBLE TIME	19	26.8	4,517	32.1
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 14 HOURS	1	1.4	218	1.6
EQUIVALENT TIME OFF	1	1.4	120	.9
TOTAL	71	100.0	14,058	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	31.0	4,232	30.1
$ 1.50 PER MEAL PAID AFTER				
3 HOURS OF OVERTIME	1	1.4	126	.9
$ 3.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.4	450	3.2
$ 4.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.4	120	.9
$ 5.00 PER MEAL PAID AFTER				
1-1/2 HOURS OF OVERTIME	5	7.0	1,500	10.7
2 HOURS OF OVERTIME	6	8.5	1,014	7.2
4 HOURS OF OVERTIME	1	1.4	115	.8
UNSPECIFIED HOURS	3	4.2	510	3.6
$ 6.00 PER MEAL PAID AFTER				
1 HOURS OF OVERTIME	1	1.4	116	.8
2 HOURS OF OVERTIME	2	2.8	280	2.0
$ 7.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.4	149	1.1
$ 8.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	4	5.6	584	4.2
$ 9.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.4	105	.7
3 HOURS OF OVERTIME	1	1.4	180	1.3
$10.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	2	2.8	242	1.7
5 HOURS OF OVERTIME	1	1.4	175	1.2
MEALS FURNISHED BY EMPLOYER AFTER				
1 HOURS OF OVERTIME	2	2.8	265	1.9
1-1/2 HOURS OF OVERTIME	1	1.4	200	1.4
2 HOURS OF OVERTIME	13	18.3	2,840	20.2
4 HOURS OF OVERTIME	1	1.4	525	3.7
UNSPECIFIED HOURS	1	1.4	330	2.3
TOTAL	71	100.0	14,058	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	53.5	7,160	50.9
PROVISION EXISTS	33	46.5	6,898	49.1
TOTAL	71	100.0	14,058	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	84.5	12,279	87.3
AMOUNT PER HOUR				
$.30	1	1.4	120	.9
$1.25	1	1.4	160	1.1
$1.50	1	1.4	100	.7
TIME RATE PAYMENT				
TIME AND ONE-HALF	6	8.5	1,089	7.7
DOUBLE TIME	2	2.8	310	2.2
TOTAL	71	100.0	14,058	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	48	67.6	10,027	71.3
AMOUNT PER HOUR				
$.30	1	1.4	120	.9
$.75	1	1.4	121	.9
$1.00	1	1.4	197	1.4
$1.25	4	5.6	861	6.1
$1.50	1	1.4	160	1.1
$1.75	1	1.4	100	.7
TIME RATE PAYMENT				
TIME AND ONE-HALF	10	14.1	1,586	11.3
DOUBLE TIME	3	4.2	436	3.1
OTHER	1	1.4	450	3.2
TOTAL	71	100.0	14,058	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.5	1,335	9.5
AMOUNT PER HOUR				
$.23	1	1.4	197	1.4
$.25	8	11.3	1,391	9.9
$.30	5	7.0	980	7.0
$.31	7	9.9	1,312	9.3
$.35	12	16.9	3,115	22.2
$.37	1	1.4	121	.9
$.40	6	8.5	661	4.7
$.44	1	1.4	135	1.0
$.45	3	4.2	416	3.0
$.50	7	9.9	1,506	10.7
$.51	1	1.4	120	.9
$.55	4	5.6	491	3.5
$.60	1	1.4	160	1.1
$.61	1	1.4	175	1.2
$.63	1	1.4	170	1.2
$.65	2	2.8	287	2.0
$.67	1	1.4	480	3.4
$.68	2	2.8	855	6.1
$.85	1	1.4	151	1.1
TOTAL	71	100.0	14,058	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.5	1,486	10.6
AMOUNT PER HOUR				
$.25	1	1.4	170	1.2
$.30	8	11.3	1,081	7.7
$.31	5	7.0	667	4.7
$.35	10	14.1	2,600	18.5
$.37	1	1.4	121	.9
$.40	6	8.5	1,040	7.4
$.45	4	5.6	816	5.8
$.46	1	1.4	197	1.4
$.50	6	8.5	1,829	13.0
$.55	2	2.8	225	1.6
$.60	4	5.6	591	4.2
$.70	1	1.4	175	1.2
$.75	6	8.5	750	5.3
$.80	2	2.8	235	1.7
$1.00	2	2.8	275	2.0
$1.05	1	1.4	120	.9
$1.09	1	1.4	175	1.2
$1.12	1	1.4	170	1.2
$1.20	2	2.8	810	5.8
$1.21	1	1.4	525	3.7
TOTAL	71	100.0	14,058	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	95.8	13,503	96.1
AMOUNT PER HOUR				
$.25	1	1.4	135	1.0
$.40	1	1.4	300	2.1
$.64	1	1.4	120	.9
TOTAL	71	100.0	14,058	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	97.2	13,803	98.2
AMOUNT PER HOUR				
$.50	1	1.4	135	1.0
PER CENT OF WAGES				
20.0 PER CENT	1	1.4	120	.9
TOTAL	71	100.0	14,058	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	97.2	13,758	97.9
AMOUNT PER HOUR				
$.20	1	1.4	175	1.2
$.90	1	1.4	125	.9
TOTAL	71	100.0	14,058	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	97.2	13,638	97.0
AMOUNT PER HOUR				
$.30	1	1.4	300	2.1
PER CENT OF WAGES				
20.0 PER CENT	1	1.4	120	.9
TOTAL	71	100.0	14,058	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	91.5	12,893	91.7
PROVISION EXISTS	6	8.5	1,165	8.3
TOTAL	71	100.0	14,058	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	33.8	4,920	35.0
3.0 HOURS OF WORK OR PAY	1	1.4	135	1.0
4.0 HOURS OF WORK OR PAY	35	49.3	6,919	49.2
VARIES DEPENDING ON WORK OR NOT	10	14.1	1,659	11.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	425	3.0
TOTAL	71	100.0	14,058	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	16.9	2,216	15.8
MINIMUM OF 2.0 HOURS AT DOUBLE TIME	4	5.6	862	6.1
MINIMUM OF 3.0 HOURS AT				
TIME AND ONE-HALF	4	5.6	1,407	10.0
DOUBLE TIME	1	1.4	125	.9
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	10	14.1	1,665	11.8
TIME AND ONE-HALF	1	1.4	120	.9
DOUBLE TIME	4	5.6	646	4.6
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME	1	1.4	480	3.4
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	1.4	100	.7
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	16	22.5	3,453	24.6
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	2	2.8	228	1.6
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	11	15.5	2,221	15.8
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	1.4	135	1.0
OTHER	3	4.2	400	2.8
TOTAL	71	100.0	14,058	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	77.5	10,602	75.4
WEEKLY WORK OR WAGE GUARANTEE	15	21.1	3,311	23.6
OTHER	1	1.4	145	1.0
TOTAL	71	100.0	14,058	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	43.7	5,814	41.4
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	39	54.9	8,118	57.7
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	1	1.4	126	.9
TOTAL	71	100.0	14,058	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	36.6	4,821	34.3
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	26	36.6	5,363	38.1
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	17	23.9	3,590	25.5
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	2	2.8	284	2.0
TOTAL	71	100.0	14,058	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	29.6	4,557	32.4
2 PERIODS, 10 MINUTES EACH	21	29.6	3,550	25.3
2 PERIODS, 12 MINUTES EACH	1	1.4	102	.7
2 PERIODS, 15 MINUTES EACH	23	32.4	5,059	36.0
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	300	2.1
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	1	1.4	103	.7
2 PERIODS, DURATION NOT SPECIFIED	3	4.2	387	2.8
TOTAL	71	100.0	14,058	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	83.1	10,835	77.1
1 PERIOD 5 MINUTES EACH	5	7.0	850	6.0
1 PERIOD DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	117	.8
PERIODS AND DURATION NOT SPECIFIED	6	8.5	2,256	16.0
TOTAL	71	100.0	14,058	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
9 FULL HOLIDAYS	1	1.4	121	.9
10 FULL HOLIDAYS	20	28.2	3,539	25.2
10 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	1	1.4	151	1.1
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	1.4	117	.8
11 FULL HOLIDAYS	34	47.9	7,424	52.8
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	1	1.4	197	1.4
11 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	1.4	100	.7
12 FULL HOLIDAYS	9	12.7	1,607	11.4
13 FULL HOLIDAYS	1	1.4	102	.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	525	3.7
OTHER	1	1.4	175	1.2
TOTAL	71	100.0	14,058	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	98.6	13,938	99.1
PROVISION EXISTS	1	1.4	120	.9
TOTAL	71	100.0	14,058	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	45.1	6,100	43.4
10 CALENDAR DAYS	1	1.4	115	.8
20 CALENDAR DAYS	1	1.4	100	.7
30 CALENDAR DAYS	22	31.0	3,753	26.7
90 CALENDAR DAYS	1	1.4	480	3.4
7 WORKING DAYS	1	1.4	170	1.2
30 WORKING DAYS	6	8.5	1,209	8.6
45 WORKING DAYS	1	1.4	450	3.2
65 WORKING DAYS	1	1.4	100	.7
90 WORKING DAYS	1	1.4	126	.9
1 MONTH	1	1.4	135	1.0
NOT SPECIFIED	1	1.4	1,000	7.1
OTHER	2	2.8	320	2.3
TOTAL	71	100.0	14,058	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.5	1,008	7.2
DAY BEFORE AND AFTER HOLIDAY	60	84.5	11,379	80.9
DAY BEFORE OR AFTER HOLIDAY	1	1.4	480	3.4
DURING HOLIDAY WEEK OR OTHER PERIOD	3	4.2	666	4.7
COMBINATIONS	1	1.4	525	3.7
TOTAL	71	100.0	14,058	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	85.9	11,648	82.9
PROVISION EXISTS	10	14.1	2,410	17.1
TOTAL	71	100.0	14,058	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	46.5	6,365	45.3
PRECEDING FRIDAY OFF WITH PAY	8	11.3	1,243	8.8
FOLLOWING MONDAY OFF WITH PAY	8	11.3	1,376	9.8
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	12	16.9	2,031	14.4
ANOTHER DAY OFF WITH PAY	3	4.2	748	5.3
EXTRA DAYS PAY	2	2.8	310	2.2
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	1.4	175	1.2
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	3	4.2	810	5.8
OTHER	1	1.4	1,000	7.1
TOTAL	71	100.0	14,058	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	40.8	5,885	41.9
FOLLOWING MONDAY OFF WITH PAY	21	29.6	3,079	21.9
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	11	15.5	1,911	13.6
ANOTHER DAY OFF WITH PAY	4	5.6	898	6.4
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	1.4	175	1.2
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	3	4.2	810	5.8
ACCORDING TO GOVERNMENT REGULATIONS	2	2.8	1,300	9.2
TOTAL	71	100.0	14,058	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	28.2	3,854	27.4
EXTRA DAYS VACATION WITH PAY	28	39.4	5,330	37.9
EXTRA DAYS PAY	5	7.0	568	4.0
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	18	25.4	4,306	30.6
TOTAL	71	100.0	14,058	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	47	66.2	9,866	70.2
EXTRA DAY OFF WITH PAY	12	16,9	1,886	13.4
EXTRA DAYS PAY	6	8.5	943	6.7
EXTRA DAY OFF OR EXTRA DAYS PAY	6	8.5	1,363	9.7
TOTAL	71	100.0	14,058	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	5.6	502	3.6
TIME AND ONE-HALF PLUS HOLIDAY PAY	23	32.4	5,278	37.5
DOUBLE TIME PLUS HOLIDAY PAY	30	42.3	5,487	39.0
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	1	1.4	145	1.0
TRIPLE TIME PLUS HOLIDAY PAY	3	4.2	676	4.8
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	1	1.4	100	.7
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	1	1.4	175	1.2
STRAIGHT TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	1.4	120	.9
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	1.4	250	1.8
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	2	2.8	335	2.4
DAY AND ONE-HALF OFF WITH PAY OR EXTRA DAY AND ONE-HALF PAY PLUS HOLIDAY PAY	2	2.8	314	2.2
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	1	1.4	525	3.7
NOT SPECIFIED	1	1.4	151	1.1
TOTAL	71	100.0	14,058	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	7.0	1,460	10.4
SIX MONTHS BUT LESS THAN ONE YEAR	4	5.6	938	6.7
1 YEAR	61	85.9	11,509	81.9
OTHER	1	1.4	151	1.1
TOTAL	71	100.0	14,058	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 YEAR	6	8.5	1,478	10.5
2 YEARS	10	14.1	1,915	13.6
3 YEARS	20	28.2	2,994	21.3
4 YEARS	15	21.1	3,378	24.0
5 YEARS	19	26.8	4,043	28.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	250	1.8
TOTAL	71	100.0	14,058	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	120	.9
5 YEARS	2	2.8	358	2.5
6 YEARS	1	1.4	180	1.3
7 YEARS	7	9.9	1,288	9.2
8 YEARS	11	15.5	1,652	11.8
9 YEARS	8	11.3	1,747	12.4
10 YEARS	25	35.2	5,693	40.5
11 YEARS	5	7.0	1,253	8.9
12 YEARS	6	8.5	809	5.8
15 YEARS	3	4.2	603	4.3
18 YEARS	1	1.4	105	.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	250	1.8
TOTAL	71	100.0	14,058	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	22.5	2,366	16.8
12 YEARS	3	4.2	758	5.4
13 YEARS	1	1.4	121	.9
14 YEARS	3	4.2	493	3.5
15 YEARS	14	19.7	2,601	18.5
16 YEARS	1	1.4	100	.7
17 YEARS	1	1.4	175	1.2
18 YEARS	2	2.8	286	2.0
19 YEARS	2	2.8	250	1.8
20 YEARS	23	32.4	5,514	39.2
22 YEARS	3	4.2	839	6.0
24 YEARS	1	1.4	450	3.2
30 YEARS	1	1.4	105	.7
TOTAL	71	100.0	14,058	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	36.6	4,517	32.1
18 YEARS	1	1.4	121	.9
20 YEARS	6	8.5	893	6.4
22 YEARS	1	1.4	400	2.8
23 YEARS	1	1.4	100	.7
24 YEARS	7	9.9	1,312	9.3
25 YEARS	22	31.0	5,259	37.4
27 YEARS	1	1.4	450	3.2
30 YEARS	6	8.5	1,006	7.2
TOTAL	71	100.0	14,058	100.0

*For explanation see number 7 in the Definitions on pageIX.

TABLE 70 MAXIMUM PAID VACATION*

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
THREE WEEKS	1	1.4	120	.9
FOUR WEEKS	16	22.5	2,406	17.1
FIVE WEEKS	9	12.7	2,046	14.6
SIX WEEKS	32	45.1	7,166	51.0
SEVEN WEEKS	12	16.9	2,220	15.8
EIGHT WEEKS	1	1.4	100	.7
TOTAL	71	100.0	14,058	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	90.1	12,187	86.7
PROVISION EXISTS	7	9.9	1,871	13.3
TOTAL	71	100.0	14,058	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	76.1	11,365	80.8
CASUAL ILLNESS LEAVE	11	15.5	1,750	12.4
GENERAL ILLNESS LEAVE	1	1.4	102	.7
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	5	7.0	841	6.0
TOTAL	71	100.0	14,058	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE**

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	83.1	12,068	85.8
90 WORKING DAYS	1	1.4	126	.9
3 MONTHS	3	4.2	445	3.2
6 MONTHS	2	2.8	330	2.3
12 MONTHS	6	8.5	1,089	7.7
TOTAL	71	100.0	14,058	100.0

*For explanation see number 7 in the Definitions on page IX.
**For explanation see number 8 in the Definitions on page IX.

TABLE 74 AMOUNT OF PAID SICK LEAVE*

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	77.5	11,525	82.0
4 DAYS	2	2.8	275	2.0
5 DAYS	5	7.0	991	7.0
6 DAYS	2	2.8	221	1.6
9 DAYS	1	1.4	126	.9
12 DAYS	4	5.6	626	4.5
24 DAYS	1	1.4	145	1.0
OTHER	1	1.4	149	1.1
TOTAL	71	100.0	14,058	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	80.3	11,791	83.9
UNDER 60 DAYS	12	16.9	2,041	14.5
NO LIMIT SPECIFIED	1	1.4	126	.9
SICK LEAVE CONVERTED TO CASH AT YEAR END	1	1.4	100	.7
TOTAL	71	100.0	14,058	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	95.8	13,573	96.6
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
75.0 PER CENT	1	1.4	175	1.2
100.0 PER CENT	2	2.8	310	2.2
TOTAL	71	100.0	14,058	100.0

*For explanation see number 8 in the Definitions on page IX.

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	95.8	13,573	96.6
4 DAYS	1	1.4	175	1.2
20 DAYS	2	2.8	310	2.2
TOTAL	71	100.0	14,058	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	93.0	13,277	94.4
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	3	4.2	459	3.3
PER CENT NOT SPECIFIED	2	2.8	322	2.3
TOTAL	71	100.0	14,058	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	94.4	13,473	95.8
20 DAYS	2	2.8	310	2.2
26 DAYS	1	1.4	149	1.1
OTHER	1	1.4	126	.9
TOTAL	71	100.0	14,058	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	100.0	14,058	100.0
TOTAL	71	100.0	14,058	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	100.0	14,058	100.0
TOTAL	71	100.0	14,058	100.0

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*For explanation see number 8 in the Definitions on page IX.

TABLE 82 INJURY PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	47.9	6,074	43.2
PROVISION EXISTS	37	52.1	7,984	56.8
TOTAL	71	100.0	14,058	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	93.0	13,049	92.8
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	2	2.8	580	4.1
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	1	1.4	135	1.0
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	1	1.4	145	1.0
OTHER	1	1.4	149	1.1
TOTAL	71	100.0	14,058	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	91.5	12,923	91.9
2 MONTHS	1	1.4	480	3.4
3 MONTHS	2	2.8	284	2.0
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	1	1.4	145	1.0
NOT SPECIFIED	1	1.4	126	.9
OTHER	1	1.4	100	.7
TOTAL	71	100.0	14,058	100.0

*For explanation see number 9 in the Definitions on page IX.

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	18.3	3,022	21.5
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	56	78.9	10,698	76.1
REGULAR PAY PLUS JURY DUTY FEES	1	1.4	218	1.6
NOT SPECIFIED	1	1.4	120	.9
TOTAL	71	100.0	14,058	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.8	432	3.1
IMMEDIATE FAMILY ONLY				
1.0 DAY	1	1.4	130	.9
3.0 DAYS	34	47.9	6,298	44.8
5.0 DAYS	1	1.4	135	1.0
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	10	14.1	2,346	16.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	2.8	435	3.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	1.4	110	.8
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	2.8	646	4.6
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	2.8	358	2.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	2	2.8	625	4.4
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR ADD TRAVEL TIME	1	1.4	150	1.1
1.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	1.4	149	1.1
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	2.8	280	2.0
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.4	100	.7
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	1.4	121	.9
4.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.4	180	1.3
NOT SPECIFIED	7	9.9	1,563	11.1
TOTAL	71	100.0	14,058	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	48	67.6	9,429	67.1
2 MONTHS	1	1.4	160	1.1
6 MONTHS	3	4.2	670	4.8
9 MONTHS	1	1.4	150	1.1
12 MONTHS	18	25.4	3,649	26.0
TOTAL	71	100.0	14,058	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	57.7	8,105	57.7
12 WEEKS	1	1.4	150	1.1
16 WEEKS	1	1.4	250	1.8
17 WEEKS	3	4.2	684	4.9
18 WEEKS	6	8.5	762	5.4
20 WEEKS	4	5.6	995	7.1
21 WEEKS	1	1.4	300	2.1
24 WEEKS	7	9.9	1,461	10.4
32 WEEKS	1	1.4	100	.7
36 WEEKS	1	1.4	149	1.1
48 WEEKS	2	2.8	570	4.1
ACCORDING TO LEGISLATION	1	1.4	102	.7
NOT SPECIFIED	2	2.8	430	3.1
TOTAL	71	100.0	14,058	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	76.1	10,678	76.0
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	12	16.9	2,405	17.1
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	3	4.2	740	5.3
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	1	1.4	100	.7
OTHER	1	1.4	135	1.0
TOTAL	71	100.0	14,058	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	54.9	7,450	53.0
MATERNITY LEAVE PLAN EXISTS	32	45.1	6,608	47.0
TOTAL	71	100.0	14,058	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	33.8	4,889	34.8
PROVISION EXISTS	47	66.2	9,169	65.2
TOTAL	71	100.0	14,058	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	16.9	2,208	15.7
PROVISION EXISTS	59	83.1	11,850	84.3
TOTAL	71	100.0	14,058	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	85.9	12,582	89.5
PATERNITY	6	8.5	950	6.8
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	3	4.2	426	3.0
OTHER	1	1.4	100	.7
TOTAL	71	100.0	14,058	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	69.0	9,180	65.3
LEAVE WITHOUT PAY	7	9.9	1,637	11.6
LEAVE WITH PARTIAL PAY	2	2.8	251	1.8
LEAVE WITH FULL PAY	7	9.9	1,613	11.5
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	5	7.0	1,251	8.9
OTHER	1	1.4	126	.9
TOTAL	71	100.0	14,058	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	40.8	4,866	34.6
GRIEVANCE PAY ONLY	38	53.5	8,628	61.4
GRIEVANCE AND ARBITRATION PAY	4	5.6	564	4.0
TOTAL	71	100.0	14,058	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	76.1	11,139	79.2
PROVISION EXISTS	17	23.9	2,919	20.8
TOTAL	71	100.0	14,058	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	90.1	12,877	91.6
EMPLOYER MUST INFORM EMPLOYEE OF DANGER FACED ON THE JOB	1	1.4	120	.9
EMPLOYEE HAS RIGHT TO REFUSE DANGEROUS WORK	6	8.5	1,061	7.5
TOTAL	71	100.0	14,058	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	22.5	2,700	19.2
PROVISION EXISTS	55	77.5	11,358	80.8
TOTAL	71	100.0	14,058	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	57.7	6,974	49.6
PROVISION EXISTS	30	42.3	7,084	50.4
TOTAL	71	100.0	14,058	100.0

*For explanation see number 10 in the Definitions on page IX.
**For explanation see number 11 in the Definitions on page IX.

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	60.6	7,959	56.6
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	27	38.0	5,969	42.5
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	1	1.4	130	.9
TOTAL	71	100.0	14,058	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	42.3	7,365	52.4
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	2	2.8	245	1.7
SAFETY SHOES REPLACED AT NO COST TO EMPLOYEE	1	1.4	400	2.8
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	38	53.5	6,048	43.0
TOTAL	71	100.0	14,058	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	78.9	11,583	82.4
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	10	14.1	1,429	10.2
SAFETY GLASSES REPLACED AT NO COST TO EMPLOYEE	2	2.8	301	2.1
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY GLASSES	3	4.2	745	5.3
TOTAL	71	100.0	14,058	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	38.0	6,138	43.7
SUPPLIED AT NO COST TO EMPLOYEES	29	40.8	5,862	41.7
SUPPLIED AT SOME COST TO EMPLOYEES	7	9.9	1,046	7.4
EMPLOYER MAKES A MONETARY ALLOWANCE	6	8.5	737	5.2
OTHER	2	2.8	275	2.0
TOTAL	71	100.0	14,058	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	63.4	9,576	68.1
MAINTAINED AT NO COST TO EMPLOYEES	22	31.0	3,917	27.9
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	3	4.2	395	2.8
OTHER	1	1.4	170	1.2
TOTAL	71	100.0	14,058	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	54.9	7,403	52.7
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	7	9.9	1,149	8.2
TOOLS SUPPLIED AT SOME COST TO EMPLOYEE	1	1.4	200	1.4
TOOLS REPLACED AT NO COST TO EMPLOYEE	10	14.1	2,547	18.1
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	3	4.2	740	5.3
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	2	2.8	625	4.4
INITIAL TOOLS SUPPLIED AT NO COST TO EMPLOYEES, REPLACEMENTS AT SOME COST	1	1.4	400	2.8
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	5	7.0	669	4.8
TOOLS REPLACED AT SOME COST AND INSURANCE PROVIDED	1	1.4	100	.7
OTHER	2	2.8	225	1.6
TOTAL	71	100.0	14,058	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	91.5	13,036	92.7
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	1.4	425	3.0
LODGING ALLOWANCE (OR LODGING SUPPLIED)	1	1.4	100	.7
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	3	4.2	382	2.7
OTHER	1	1.4	115	.8
TOTAL	71	100.0	14,058	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	94.4	13,561	96.5
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	2	2.8	220	1.6
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	2	2.8	277	2.0
TOTAL	71	100.0	14,058	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	97.2	13,836	98.4
CENTS PER KILOMETER 19.0 CENTS	1	1.4	102	.7
VARIES WITH DISTANCE	1	1.4	120	.9
TOTAL	71	100.0	14,058	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	63.4	9,139	65.0
PROVISION EXISTS	26	36.6	4,919	35.0
TOTAL	71	100.0	14,058	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	90.1	12,988	92.4
ONE TO THREE	1	1.4	130	.9
ONE TO FIVE	1	1.4	197	1.4
RATIO VARIES BY TRADE	5	7.0	743	5.3
TOTAL	71	100.0	14,058	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	54.9	7,427	52.8
TRAINING FOR BARGAINING UNIT EMPLOYEES	29	40.8	6,247	44.4
TRAINING FOR BARGAINING AND NON-BARGAINING UNIT EMPLOYEES	3	4.2	384	2.7
TOTAL	71	100.0	14,058	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	56.3	6,995	49.8
SEVERANCE PAY PLAN	27	38.0	6,188	44.0
LAY-OFF BENEFIT PLAN	1	1.4	145	1.0
SEVERANCE PAY AND LAY-OFF BENEFIT PLANS	3	4.2	730	5.2
TOTAL	71	100.0	14,058	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	87.3	12,848	91.4
PROVISION EXISTS	9	12.7	1,210	8.6
TOTAL	71	100.0	14,058	100.0

*For explanation see number 12 in the Definitions on page IX.
**For explanation see number 13 in the Definitions on page X.

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	93.0	13,275	94.4
PROVISION EXISTS	5	7.0	783	5.6
TOTAL	71	100.0	14,058	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	33.8	5,306	37.7
PROVISION EXISTS	47	66.2	8,752	62.3
TOTAL	71	100.0	14,058	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	47	66.2	8,964	63.8
PROVISION EXISTS	24	33.8	5,094	36.2
TOTAL	71	100.0	14,058	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	47	66.2	9,859	70.1
1 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	4	5.6	545	3.9
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	3	4.2	391	2.8
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	5	7.0	954	6.8
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	6	8.5	1,234	8.8
LESS THAN ONE MONTHS NOTICE	1	1.4	160	1.1
NOT SPECIFIED	4	5.6	765	5.4
OTHER	1	1.4	150	1.1
TOTAL	71	100.0	14,058	100.0

TABLE 118

TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	77.5	10,577	75.2
PROVISION EXISTS	16	22.5	3,481	24.8
TOTAL	71	100.0	14,058	100.0

TABLE 119

TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	77.5	10,629	75.6
PROVISION EXISTS	16	22.5	3,429	24.4
TOTAL	71	100.0	14,058	100.0

TABLE 120

TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	98.6	13,533	96.3
PROVISION EXISTS	1	1.4	525	3.7
TOTAL	71	100.0	14,058	100.0

TABLE 121

TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	78.9	10,281	73.1
PROVISION EXISTS	15	21.1	3,777	26.9
TOTAL	71	100.0	14,058	100.0

TABLE 122

TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	98.6	13,658	97.2
PROVISION EXISTS	1	1.4	400	2.8
TOTAL	71	100.0	14,058	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	98.6	13,658	97.2
PROVISION EXISTS	1	1.4	400	2.8
TOTAL	71	100.0	14,058	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	87.3	12,401	88.2
PROVISION EXISTS	9	12.7	1,657	11.8
TOTAL	71	100.0	14,058	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	93.0	13,152	93.6
PROVISION EXISTS	5	7.0	906	6.4
TOTAL	71	100.0	14,058	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	71.8	10,578	75.2
PROVISION EXISTS	20	28.2	3,480	24.8
TOTAL	71	100.0	14,058	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	100.0	14,058	100.0
TOTAL	71	100.0	14,058	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	81.7	10,906	77.6
2 CALENDAR DAYS	1	1.4	160	1.1
5 CALENDAR DAYS	2	2.8	310	2.2
30 CALENDAR DAYS	4	5.6	550	3.9
60 CALENDAR DAYS	3	4.2	722	5.1
90 CALENDAR DAYS	2	2.8	1,300	9.2
OVER 95 DAYS	1	1.4	110	.8
TOTAL	71	100.0	14,058	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	46	64.8	9,226	65.6
FORMAL JOB EVALUATION PLAN	9	12.7	1,831	13.0
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	14	19.7	2,404	17.1
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	2	2.8	597	4.2
TOTAL	71	100.0	14,058	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	87.3	12,286	87.4
PROVISION EXISTS	9	12.7	1,772	12.6
TOTAL	71	100.0	14,058	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	97.2	13,598	96.7
PROVISION FOR EQUAL PAY FOR EQUAL WORK	2	2.8	460	3.3
TOTAL	71	100.0	14,058	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	83.1	11,829	84.1
AUTOMATIC QUARTERLY ADJUSTMENTS	4	5.6	588	4.2
ONE ADJUSTMENT DURING TERM OF AGREEMENT	4	5.6	515	3.7
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	4	5.6	1,126	8.0
TOTAL	71	100.0	14,058	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	81.7	11,678	83.1
1 CENTS PER HOUR ADJUSTMENT FOR				
.3 POINT CHANGE IN THE C.P.I.	6	8.5	1,164	8.3
.4 POINT CHANGE IN THE C.P.I.	1	1.4	450	3.2
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	3	4.2	366	2.6
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	1.4	150	1.1
OTHER	2	2.8	250	1.8
TOTAL	71	100.0	14,058	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	91.5	12,832	91.3
ATTENDANCE BONUS ONLY	3	4.2	506	3.6
CONTINUOUS SERVICE BONUS ONLY	3	4.2	720	5.1
TOTAL	71	100.0	14,058	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	33.8	4,661	33.2
50.0 PER CENT	2	2.8	625	4.4
60.0 PER CENT	1	1.4	300	2.1
66.6 PER CENT	1	1.4	151	1.1
75.0 PER CENT	4	5.6	656	4.7
80.0 PER CENT	1	1.4	124	.9
100.0 PER CENT	30	42.3	5,406	38.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	1,000	7.1
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	1.4	170	1.2
COMBINED WITH PAYMENTS FOR OTHER PLANS	1	1.4	126	.9
NOT SPECIFIED	5	7.0	839	6.0
TOTAL	71	100.0	14,058	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	18.3	2,621	18.6
DENTAL CARE PLAN ONLY	40	56.3	6,831	48.6
VISION CARE PLAN ONLY	1	1.4	1,000	7.1
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	3	4.2	665	4.7
PRESCRIPTION DRUG PLAN AND VISON CARE PLAN	1	1.4	425	3.0
DENTAL CARE PLAN AND VISION CARE PLAN	9	12.7	1,622	11.5
COMBINATION OF THREE PLANS	4	5.6	894	6.4
TOTAL	71	100.0	14,058	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	52	73.2	11,203	79.7
PROVISION EXISTS	19	26.8	2,855	20.3
TOTAL	71	100.0	14,058	100.0

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*For explanation see number 14 in the Definitions on page X.

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	22.5	3,293	23.4
50.0 PER CENT	2	2.8	330	2.3
60.0 PER CENT	1	1.4	300	2.1
66.6 PER CENT	1	1.4	151	1.1
75.0 PER CENT	2	2.8	316	2.2
80.0 PER CENT	1	1.4	124	.9
100.0 PER CENT	35	49.3	6,568	46.7
COMBINED WITH PAYMENTS FOR OTHER PLANS	1	1.4	126	.9
NOT SPECIFIED	12	16.9	2,850	20.3
TOTAL	71	100.0	14,058	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	22.5	3,293	23.4
3,000 DOLLARS	1	1.4	450	3.2
5,000 DOLLARS	1	1.4	425	3.0
6,500 DOLLARS	1	1.4	150	1.1
10,000 DOLLARS	1	1.4	300	2.1
15,000 DOLLARS	3	4.2	408	2.9
17,000 DOLLARS	1	1.4	125	.9
18,000 DOLLARS	1	1.4	103	.7
20,000 DOLLARS	3	4.2	373	2.7
21,000 DOLLARS	1	1.4	110	.8
23,000 DOLLARS	1	1.4	175	1.2
25,000 DOLLARS	7	9.9	1,484	10.6
26,500 DOLLARS	1	1.4	105	.7
29,000 DOLLARS	4	5.6	492	3.5
30,000 DOLLARS	2	2.8	637	4.5
31,000 DOLLARS	3	4.2	416	3.0
32,000 DOLLARS	1	1.4	130	.9
35,000 DOLLARS	2	2.8	645	4.6
VARIES WITH INCOME OR JOB CLASSIFICATION	11	15.5	2,362	16.8
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	1.4	120	.9
CHANGES DURING TERM OF AGREEMENT	2	2.8	286	2.0
NOT SPECIFIED	6	8.5	989	7.0
OTHER	1	1.4	480	3.4
TOTAL	71	100.0	14,058	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	52.1	8,375	59.6
60.0 PER CENT	1	1.4	300	2.1
66.6 PER CENT	1	1.4	151	1.1
75.0 PER CENT	4	5.6	626	4.5
80.0 PER CENT	1	1.4	124	.9
100.0 PER CENT	21	29.6	3,401	24.2
COMBINED WITH PAYMENTS FOR OTHER PLANS	1	1.4	126	.9
NOT SPECIFIED	5	7.0	955	6.8
TOTAL	71	100.0	14,058	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	52.1	8,375	59.6
5,000 DOLLARS	1	1.4	425	3.0
6,500 DOLLARS	1	1.4	150	1.1
10,000 DOLLARS	1	1.4	300	2.1
18,000 DOLLARS	1	1.4	103	.7
20,000 DOLLARS	1	1.4	103	.7
21,000 DOLLARS	1	1.4	110	.8
23,000 DOLLARS	1	1.4	175	1.2
25,000 DOLLARS	5	7.0	984	7.0
26,500 DOLLARS	1	1.4	105	.7
29,000 DOLLARS	4	5.6	492	3.5
30,000 DOLLARS	1	1.4	112	.8
31,000 DOLLARS	3	4.2	416	3.0
35,000 DOLLARS	1	1.4	525	3.7
VARIES WITH INCOME OR JOB CLASSIFICATION	6	8.5	916	6.5
CHANGES DURING TERM OF AGREEMENT	1	1.4	126	.9
NOT SPECIFIED	5	7.0	641	4.6
TOTAL	71	100.0	14,058	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	28.2	3,596	25.6
50.0 PER CENT	4	5.6	1,670	11.9
60.0 PER CENT	1	1.4	300	2.1
66.6 PER CENT	1	1.4	151	1.1
75.0 PER CENT	4	5.6	626	4.5
80.0 PER CENT	1	1.4	124	.9
85.0 PER CENT	1	1.4	100	.7
100.0 PER CENT	27	38.0	5,122	36.4
FLAT SUM PAYMENT	3	4.2	470	3.3
COMBINED WITH PAYMENTS FOR OTHER PLANS	1	1.4	126	.9
NOT SPECIFIED	7	9.9	1,473	10.5
OTHER	1	1.4	300	2.1
TOTAL	71	100.0	14,058	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	28.2	3,596	25.6
$100.00 PER WEEK	1	1.4	300	2.1
$270.00 PER WEEK	1	1.4	175	1.2
$275.00 PER WEEK	1	1.4	121	.9
$276.00 PER WEEK	1	1.4	400	2.8
$282.00 PER WEEK	1	1.4	105	.7
$297.00 PER WEEK	1	1.4	102	.7
$318.00 PER WEEK	3	4.2	392	2.8
$325.00 PER WEEK	1	1.4	103	.7
$339.00 PER WEEK	2	2.8	226	1.6
$350.00 PER WEEK	1	1.4	100	.7
EXPRESSED AS PERCENT OF WAGES	16	22.5	3,815	27.1
VARIES WITH INCOME OR JOB CLASSIFICATION	13	18.3	2,176	15.5
VARIES WITH SEX OR WITH SEX AND INCOME	2	2.8	1,130	8.0
CHANGES DURING TERM OF AGREEMENT	2	2.8	358	2.5
NOT SPECIFIED	5	7.0	959	6.8
TOTAL	71	100.0	14,058	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	29.6	3,745	26.6
9 WEEKS	1	1.4	480	3.4
13 WEEKS	1	1.4	300	2.1
15 WEEKS	3	4.2	391	2.8
26 WEEKS	15	21.1	2,314	16.5
36 WEEKS	1	1.4	102	.7
39 WEEKS	2	2.8	224	1.6
40 WEEKS	1	1.4	525	3.7
52 WEEKS	13	18.3	2,292	16.3
VARIES WITH LENGTH OF SERVICE	5	7.0	1,995	14.2
NOT SPECIFIED	8	11.3	1,690	12.0
TOTAL	71	100.0	14,058	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	60.6	8,773	62.4
PROVISION EXISTS	28	39.4	5,285	37.6
TOTAL	71	100.0	14,058	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	74.6	11,356	80.8
50.0 PER CENT	1	1.4	116	.8
100.0 PER CENT	4	5.6	711	5.1
PER CENT OF PAYROLL	1	1.4	160	1.1
FLAT SUM PAYMENT	2	2.8	251	1.8
NOT SPECIFIED	10	14.1	1,464	10.4
TOTAL	71	100.0	14,058	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	36.6	4,826	34.3
NON-CONTRIBUTORY	13	18.3	2,229	15.9
CONTRIBUTORY	5	7.0	625	4.4
NOT SPECIFIED	27	38.0	6,378	45.4
TOTAL	71	100.0	14,058	100.0

SECTION IV

CONSTRUCTION

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1988	7	30.4	3,552	21.7
APRIL	3	13.0	2,750	16.8
JUNE	3	13.0	680	4.2
OCTOBER	1	4.3	122	.7
1989	11	47.8	7,900	48.4
FEBRUARY	1	4.3	3,500	21.4
APRIL	4	17.4	1,530	9.4
JUNE	4	17.4	1,770	10.8
AUGUST	1	4.3	400	2.4
SEPTEMBER	1	4.3	700	4.3
1990	2	8.7	380	2.3
APRIL	2	8.7	380	2.3
1991 AND LATER	3	13.0	4,500	27.6
APRIL	3	13.0	4,500	27.6
TOTAL	23	100.0	16,332	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	4.3	122	.7
CENSUS DIVISION NO. 3	1	4.3	122	.7
CALGARY / DRUMHELLER	2	8.7	1,700	10.4
CENSUS DIVISION NO. 6	2	8.7	1,700	10.4
EDMONTON / LLOYDMIN.	4	17.4	2,715	16.6
CENSUS DIVISION NO. 11	4	17.4	2,715	16.6
ATHABASCA	2	8.7	1,455	8.9
CENSUS DIVISION NO. 12	2	8.7	1,455	8.9
INTER-REGIONAL	4	17.4	1,180	7.2
PROVINCE WIDE	10	43.5	9,160	56.1
TOTAL	23	100.0	16,332	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	4.3	122	.7
REMAINDER	1	4.3	122	.7
CALGARY / DRUMHELLER	2	8.7	1,700	10.4
CALGARY	2	8.7	1,700	10.4
EDMONTON / LLOYDMIN.	4	17.4	2,715	16.6
EDMONTON	1	4.3	2,000	12.2
FORT SASKATCHEWAN	2	8.7	315	1.9
REMAINDER	1	4.3	400	2.4
ATHABASCA	2	8.7	1,455	8.9
REMAINDER	2	8.7	1,455	8.9
TWO OR MORE REGIONS	4	17.4	1,180	7.2
PROVINCE WIDE	10	43.5	9,160	56.1
TOTAL	23	100.0	16,332	100.0

*For explanation see number 1 in the Definitions on page VIII.
**For explanation see number 2 in the Definitions on page VIII.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
BRICKLAYERS	2	8.7	780	4.8
CARPENTERS	1	4.3	100	.6
EMPLOYEES ASSOCIATION	1	4.3	250	1.5
IRON WORKERS	2	8.7	1,300	8.0
LABOURERS	2	8.7	430	2.6
MINE WORKERS	1	4.3	122	.7
MULTI-UNION	6	26.1	2,870	17.6
OPERATING ENGINEERS	3	13.0	5,700	34.9
PLUMBERS	4	17.4	4,280	26.2
TEAMSTERS	1	4.3	500	3.1
TOTAL	23	100.0	16,332	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	3	13.0	580	3.6
BETWEEN ONE AND TWO YEARS	2	8.7	5,500	33.7
TWO YEARS	11	47.8	3,980	24.4
BETWEEN TWO AND THREE YEARS	6	26.1	5,572	34.1
MORE THAN THREE YEARS	1	4.3	700	4.3
TOTAL	23	100.0	16,332	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	5	21.7	642	3.9
200 - 499 EMPLOYEES	7	30.4	1,785	10.9
500 - 999 EMPLOYEES	6	26.1	3,905	23.9
1,000 OR MORE EMPLOYEES	5	21.7	10,000	61.2
TOTAL	23	100.0	16,332	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	43.5	6,870	42.1
UNION MEMBERSHIP	8	34.8	5,382	33.0
RACE, RELIGION, SEX, AGE	2	8.7	3,500	21.4
RACE, RELIGION, UNION MEMBERSHIP, SEX	1	4.3	100	.6
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	1	4.3	180	1.1
OTHER	1	4.3	300	1.8
TOTAL	23	100.0	16,332	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	39.1	3,680	22.5
ENUMERATED LIST OF MANAGEMENT RIGHTS	3	13.0	3,700	22.7
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	11	47.8	8,952	54.8
TOTAL	23	100.0	16,332	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS**

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CLOSED SHOP	18	78.3	14,252	87.3
UNION SHOP	4	17.4	1,680	10.3
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	1	4.3	400	2.4
TOTAL	23	100.0	16,332	100.0

*For explanation see number 3 in the Definitions on page VIII.
**For explanation see number 4 in the Definitions on page VIII.

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	13.0	1,100	6.7
DUES CHECK-OFF ONLY	7	30.4	2,672	16.4
DUES AND INITIATION FEES	4	17.4	1,330	8.1
DUES, INITIATION FEES AND ASSESSMENTS	9	39.1	11,230	68.8
TOTAL	23	100.0	16,332	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	13.0	1,200	7.3
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	18	78.3	12,832	78.6
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	1	4.3	2,000	12.2
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	1	4.3	300	1.8
TOTAL	23	100.0	16,332	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	15,902	97.4
90 CALENDAR DAYS	1	4.3	250	1.5
3 MONTHS	1	4.3	180	1.1
TOTAL	23	100.0	16,332	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,210	99.3
NOT SPECIFIED	1	4.3	122	.7
TOTAL	23	100.0	16,332	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,082	98.5
6 MONTHS	1	4.3	250	1.5
TOTAL	23	100.0	16,332	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	78.3	12,730	77.9
1 HOURS	3	13.0	2,780	17.0
2 HOURS	1	4.3	700	4.3
3 HOURS	1	4.3	122	.7
TOTAL	23	100.0	16,332	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	14,730	90.2
NOT SPECIFIED	2	8.7	822	5.0
OTHER	2	8.7	780	4.8
TOTAL	23	100.0	16,332	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,232	99.4
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	1	4.3	100	.6
TOTAL	23	100.0	16,332	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	15,960	97.7
SECONDARY FACTOR	2	8.7	372	2.3
TOTAL	23	100.0	16,332	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	14,382	88.1
SOLE FACTOR	2	8.7	1,700	10.4
SECONDARY FACTOR	1	4.3	250	1.5
TOTAL	23	100.0	16,332	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.3	400	2.4
EMPLOYEE ONLY	4	17.4	3,980	24.4
UNION REPRESENTATIVE ONLY	6	26.1	4,530	27.7
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	10	43.5	6,072	37.2
UNION ONLY	1	4.3	650	4.0
OTHER	1	4.3	700	4.3
TOTAL	23	100.0	16,332	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	73.9	13,502	82.7
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	1	4.3	300	1.8
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	5	21.7	2,530	15.5
TOTAL	23	100.0	16,332	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.3	600	3.7
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	5	21.7	1,902	11.6
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	9	39.1	2,680	16.4
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	8	34.8	11,150	68.3
TOTAL	23	100.0	16,332	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.3	3,500	21.4
FIVE DAYS A WEEK	21	91.3	12,582	77.0
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	1	4.3	250	1.5
TOTAL	23	100.0	16,332	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8 HOURS	22	95.7	12,832	78.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	4.3	3,500	21.4
TOTAL	23	100.0	16,332	100.0

*For explanation see number 5 in the Definitions on page IX.

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
40 HOURS	20	87.0	12,460	76.3
44 HOURS	3	13.0	3,872	23.7
TOTAL	23	100.0	16,332	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	56.5	7,662	46.9
MEAL PERIOD PAID ON OVERTIME WORK	6	26.1	6,900	42.2
THREE SHIFTS AND OVERTIME	4	17.4	1,770	10.8
TOTAL	23	100.0	16,332	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	56.5	8,862	54.3
PROVISION FOR COMPRESSED WORK-WEEK	10	43.5	7,470	45.7
TOTAL	23	100.0	16,332	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	8	34.8	3,752	23.0
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	6	26.1	4,730	29.0
DOUBLE TIME AFTER 3 HOURS	3	13.0	2,400	14.7
DOUBLE TIME AFTER 4 HOURS	4	17.4	1,770	10.8
DOUBLE TIME	1	4.3	180	1.1
NOT SPECIFIED	1	4.3	3,500	21.4
TOTAL	23	100.0	16,332	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	52.2	6,472	39.6
TIME AND ONE-HALF	9	39.1	5,710	35.0
DOUBLE TIME	1	4.3	650	4.0
NOT SPECIFIED	1	4.3	3,500	21.4
TOTAL	23	100.0	16,332	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	26.1	4,302	26.3
TIME AND ONE-HALF	6	26.1	2,035	12.5
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 4 HOURS	4	17.4	1,965	12.0
DOUBLE TIME AFTER 8 HOURS	1	4.3	2,000	12.2
DOUBLE TIME	6	26.1	6,030	36.9
TOTAL	23	100.0	16,332	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	13.0	3,850	23.6
TIME AND ONE-HALF	1	4.3	122	.7
DOUBLE TIME	19	82.6	12,360	75.7
TOTAL	23	100.0	16,332	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	15,410	94.4
TIME AND ONE-HALF	1	4.3	122	.7
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 4 HOURS	1	4.3	800	4.9
TOTAL	23	100.0	16,332	100.0

*For explanation see number 6 in the Definitions on page IX.

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	15,350	94.0
TIME AND ONE-HALF	1	4.3	122	.7
DOUBLE TIME	2	8.7	860	5.3
TOTAL	23	100.0	16,332	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	2,932	18.0
$ 5.00 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	4.3	200	1.2
$ 7.50 PER MEAL PAID AFTER 3 HOURS OF OVERTIME	1	4.3	300	1.8
$11.00 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	4.3	200	1.2
MEALS FURNISHED BY EMPLOYER AFTER				
2 HOURS OF OVERTIME	10	43.5	8,200	50.2
3 HOURS OF OVERTIME	1	4.3	1,000	6.1
UNSPECIFIED HOURS	1	4.3	3,500	21.4
TOTAL	23	100.0	16,332	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,210	99.3
PROVISION EXISTS	1	4.3	122	.7
TOTAL	23	100.0	16,332	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	15,222	93.2
AMOUNT PER HOUR $1.00	1	4.3	110	.7
TIME RATE PAYMENT DOUBLE TIME	1	4.3	1,000	6.1
TOTAL	23	100.0	16,332	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	15,100	92.5
AMOUNT PER HOUR				
$2.00	1	4.3	110	.7
TIME RATE PAYMENT				
DOUBLE TIME	2	8.7	1,122	6.9
TOTAL	23	100.0	16,332	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	7,410	45.4
AMOUNT PER HOUR				
$.25	1	4.3	300	1.8
$.50	1	4.3	122	.7
$.75	3	13.0	1,660	10.2
$1.00	7	30.4	6,360	38.9
$2.00	2	8.7	300	1.8
PER CENT OF WAGES				
15.0 PER CENT	1	4.3	180	1.1
TOTAL	23	100.0	16,332	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	34.8	7,410	45.4
AMOUNT PER HOUR				
$.50	2	8.7	422	2.6
$1.00	6	26.1	4,010	24.6
$1.50	1	4.3	400	2.4
$2.00	4	17.4	3,710	22.7
$2.50	1	4.3	200	1.2
PER CENT OF WAGES				
15.0 PER CENT	1	4.3	180	1.1
TOTAL	23	100.0	16,332	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	15,682	96.0
PER CENT OF WAGES 10.0 PER CENT	1	4.3	650	4.0
TOTAL	23	100.0	16,332	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	78.3	14,172	86.8
AMOUNT PER HOUR				
$1.00	1	4.3	230	1.4
$1.30	1	4.3	700	4.3
$5.00	1	4.3	130	.8
OTHER	2	8.7	1,100	6.7
TOTAL	23	100.0	16,332	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	15,032	92.0
AMOUNT PER HOUR				
$.80	1	4.3	700	4.3
$1.00	1	4.3	600	3.7
TOTAL	23	100.0	16,332	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	14,562	89.2
PROVISION EXISTS	4	17.4	1,770	10.8
TOTAL	23	100.0	16,332	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	13.0	1,550	9.5
2.0 HOURS OF WORK OR PAY	9	39.1	9,430	57.7
3.0 HOURS OF WORK OR PAY	2	8.7	302	1.8
VARIES DEPENDING ON WORK OR NOT	7	30.4	4,220	25.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	8.7	830	5.1
TOTAL	23	100.0	16,332	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	39.1	3,032	18.6
MINIMUM OF 2.0 HOURS AT DOUBLE TIME	2	8.7	1,100	6.7
MINIMUM OF 2.5 HOURS AT DOUBLE TIME	4	17.4	1,770	10.8
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	5	21.7	8,000	49.0
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	1	4.3	230	1.4
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	2	8.7	2,200	13.5
TOTAL	23	100.0	16,332	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	14,880	91.1
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	4	17.4	1,452	8.9
TOTAL	23	100.0	16,332	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	78.3	11,380	69.7
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	4	17.4	1,452	8.9
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	1	4.3	3,500	21.4
TOTAL	23	100.0	16,332	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	43.5	6,850	41.9
2 PERIODS, 10 MINUTES EACH	11	47.8	8,652	53.0
2 PERIODS, DURATION NOT SPECIFIED	2	8.7	830	5.1
TOTAL	23	100.0	16,332	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,202	99.2
1 PERIOD 5 MINUTES EACH	1	4.3	130	.8
TOTAL	23	100.0	16,332	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.7	3,610	22.1
8 FULL HOLIDAYS	1	4.3	2,000	12.2
9 FULL HOLIDAYS	1	4.3	122	.7
10 FULL HOLIDAYS	16	69.6	9,770	59.8
11 FULL HOLIDAYS	2	8.7	430	2.6
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	1	4.3	400	2.4
TOTAL	23	100.0	16,332	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	12,582	77.0
30 CALENDAR DAYS	1	4.3	250	1.5
NOT SPECIFIED	1	4.3	3,500	21.4
TOTAL	23	100.0	16,332	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,082	98.5
DAY BEFORE AND AFTER HOLIDAY	1	4.3	250	1.5
TOTAL	23	100.0	16,332	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	52.2	9,372	57.4
FOLLOWING MONDAY OFF WITH PAY	9	39.1	5,260	32.2
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	4.3	700	4.3
OTHER	1	4.3	1,000	6.1
TOTAL	23	100.0	16,332	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	43.5	8,542	52.3
FOLLOWING MONDAY OFF WITH PAY	11	47.8	6,090	37.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	4.3	700	4.3
OTHER	1	4.3	1,000	6.1
TOTAL	23	100.0	16,332	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,082	98.5
EXTRA DAYS VACATION WITH PAY	1	4.3	250	1.5
TOTAL	23	100.0	16,332	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	13.0	4,200	25.7
STRAIGHT TIME PLUS HOLIDAY PAY	3	13.0	1,660	10.2
DOUBLE TIME PLUS HOLIDAY PAY	13	56.5	9,890	60.6
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	1	4.3	122	.7
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	1	4.3	110	.7
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	4.3	250	1.5
NOT SPECIFIED	1	4.3	100	.6
TOTAL	23	100.0	16,332	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,082	98.5
1 YEAR	1	4.3	250	1.5
TOTAL	23	100.0	16,332	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	15,882	97.2
1 YEAR	1	4.3	200	1.2
4 YEARS	1	4.3	250	1.5
TOTAL	23	100.0	16,332	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,082	98.5
8 YEARS	1	4.3	250	1.5
TOTAL	23	100.0	16,332	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,082	98.5
12 YEARS	1	4.3	250	1.5
TOTAL	23	100.0	16,332	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,082	98.5
16 YEARS	1	4.3	250	1.5
TOTAL	23	100.0	16,332	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 70 MAXIMUM PAID VACATION*

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	15,882	97.2
THREE WEEKS	1	4.3	200	1.2
SIX WEEKS	1	4.3	250	1.5
TOTAL	23	100.0	16,332	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	17.4	735	4.5
PROVISION EXISTS	19	82.6	15,597	95.5
TOTAL	23	100.0	16,332	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) **

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,082	98.5
GENERAL ILLNESS LEAVE	1	4.3	250	1.5
TOTAL	23	100.0	16,332	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE **

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE **

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,082	98.5
6 DAYS	1	4.3	250	1.5
TOTAL	23	100.0	16,332	100.0

*For explanation see number 7 in the Definitions on page IX.
**For explanation see number 8 in the Definitions on page IX.

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

*For explanation see number 8 in the Definitions on page IX.

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 82 INJURY PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	14,730	90.2
PROVISION EXISTS	4	17.4	1,602	9.8
TOTAL	23	100.0	16,332	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	12,832	78.6
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	2	8.7	3,500	21.4
TOTAL	23	100.0	16,332	100.0

*For explanation see number 8 in the Definitions on page IX.

**For explanation see number 9 in the Definitions on page IX.

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,082	98.5
IMMEDIATE FAMILY ONLY 3.0 DAYS	1	4.3	250	1.5
TOTAL	23	100.0	16,332	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	52.2	6,662	40.8
PROVISION EXISTS	11	47.8	9,670	59.2
TOTAL	23	100.0	16,332	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	15,332	93.9
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	1	4.3	1,000	6.1
TOTAL	23	100.0	16,332	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	14,132	86.5
GRIEVANCE PAY ONLY	3	13.0	1,500	9.2
GRIEVANCE AND ARBITRATION PAY	1	4.3	700	4.3
TOTAL	23	100.0	16,332	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

*For explanation see number 10 in the Definitions on page IX.
**For explanation see number 11 in the Definitions on page IX.

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	11,502	70.4
EMPLOYER MUST INFORM EMPLOYEE OF DANGER FACED ON THE JOB	3	13.0	1,330	8.1
EMPLOYEE HAS RIGHT TO REFUSE DANGEROUS WORK	1	4.3	3,500	21.4
TOTAL	23	100.0	16,332	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	69.6	9,102	55.7
PROVISION EXISTS	7	30.4	7,230	44.3
TOTAL	23	100.0	16,332	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	47.8	4,967	30.4
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	12	52.2	11,365	69.6
TOTAL	23	100.0	16,332	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	12,832	78.6
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	1	4.3	3,500	21.4
TOTAL	23	100.0	16,332	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	73.9	10,752	65.8
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	6	26.1	5,580	34.2
TOTAL	23	100.0	16,332	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	56.5	10,315	63.2
SUPPLIED AT NO COST TO EMPLOYEES	10	43.5	6,017	36.8
TOTAL	23	100.0	16,332	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	87.0	13,132	80.4
MAINTAINED AT NO COST TO EMPLOYEES	3	13.0	3,200	19.6
TOTAL	23	100.0	16,332	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	47.8	3,872	23.7
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	4	17.4	3,880	23.8
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	1	4.3	3,500	21.4
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	3	13.0	1,180	7.2
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	2	8.7	1,700	10.4
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	2	8.7	2,200	13.5
TOTAL	23	100.0	16,332	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	30.4	2,392	14.6
LODGING ALLOWANCE (OR LODGING SUPPLIED)	3	13.0	1,330	8.1
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	1	4.3	200	1.2
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	10	43.5	11,930	73.0
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	2	8.7	480	2.9
TOTAL	23	100.0	16,332	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	39.1	3,342	20.5
PORTAL TO PORTAL PAY	1	4.3	3,500	21.4
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	6	26.1	3,860	23.6
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	7	30.4	5,630	34.5
TOTAL	23	100.0	16,332	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	60.9	8,342	51.1
CENTS PER KILOMETER				
17.0 CENTS	1	4.3	3,500	21.4
20.0 CENTS	3	13.0	2,780	17.0
22.0 CENTS	1	4.3	200	1.2
22.5 CENTS	1	4.3	180	1.1
25.0 CENTS	3	13.0	1,330	8.1
TOTAL	23	100.0	16,332	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	47.8	3,362	20.6
PROVISION EXISTS	12	52.2	12,970	79.4
TOTAL	23	100.0	16,332	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	73.9	9,152	56.0
ONE TO TWO	1	4.3	180	1.1
ONE TO FOUR	1	4.3	1,000	6.1
PROGRESSIVE RATIO	2	8.7	2,300	14.1
RATIO VARIES BY TRADE	2	8.7	3,700	22.7
TOTAL	23	100.0	16,332	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	91.3	15,432	94.5
TRAINING FOR BARGAINING UNIT EMPLOYEES	2	8.7	900	5.5
TOTAL	23	100.0	16,332	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	12,582	77.0
PROVISION EXISTS	4	17.4	3,750	23.0
TOTAL	23	100.0	16,332	100.0

*For explanation see number 12 in the Definitions on page IX.
**For explanation see number 13 in the Definitions on page X.

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	11,632	71.2
PROVISION EXISTS	4	17.4	4,700	28.8
TOTAL	23	100.0	16,332	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	56.5	7,850	48.1
PROVISION EXISTS	10	43.5	8,482	51.9
TOTAL	23	100.0	16,332	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	13,002	79.6
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	4	17.4	3,330	20.4
TOTAL	23	100.0	16,332	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	82.6	13,002	79.6
PROVISION EXISTS	4	17.4	3,330	20.4
TOTAL	23	100.0	16,332	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,132	98.8
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	4.3	200	1.2
TOTAL	23	100.0	16,332	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,132	98.8
1.0 PERCENTAGE ADJUSTMENT FOR 1.0 PERCENTAGE CHANGE IN THE C.P.I.	1	4.3	200	1.2
TOTAL	23	100.0	16,332	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,210	99.3
100.0 PER CENT	1	4.3	122	.7
TOTAL	23	100.0	16,332	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,210	99.3
DENTAL CARE PLAN ONLY	1	4.3	122	.7
TOTAL	23	100.0	16,332	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,210	99.3
100.0 PER CENT	1	4.3	122	.7
TOTAL	23	100.0	16,332	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,210	99.3
25,000 DOLLARS	1	4.3	122	.7
TOTAL	23	100.0	16,332	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,210	99.3
100.0 PER CENT	1	4.3	122	.7
TOTAL	23	100.0	16,332	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,210	99.3
25,000 DOLLARS	1	4.3	122	.7
TOTAL	23	100.0	16,332	100.0

*For explanation see number 14 in the Definitions on page X.

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	100.0	16,332	100.0
TOTAL	23	100.0	16,332	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	95.7	16,210	99.3
PROVISION EXISTS	1	4.3	122	.7
TOTAL	23	100.0	16,332	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.7	222	1.4
100.0 PER CENT	8	34.8	8,490	52.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	4.3	700	4.3
FLAT SUM PAYMENT	7	30.4	4,960	30.4
NOT SPECIFIED	3	13.0	1,650	10.1
OTHER	2	8.7	310	1.9
TOTAL	23	100.0	16,332	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	17.4	1,322	8.1
NON-CONTRIBUTORY	12	52.2	12,300	75.3
CONTRIBUTORY	4	17.4	860	5.3
NOT SPECIFIED	3	13.0	1,850	11.3
TOTAL	23	100.0	16,332	100.0

SECTION V

TRANSPORTATION, COMMUNICATION & UTILITIES

(Includes all transportation systems, including urban transit, all electric, power, gas, water and telephone systems, as well as miscellaneous systems such as waste disposal, storage and warehousing systems.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1988	14	51.9	8,617	42.5
JANUARY	1	3.7	1,500	7.4
MAY	1	3.7	115	.6
JUNE	2	7.4	447	2.2
DECEMBER	10	37.0	6,555	32.4
1989	7	25.9	5,125	25.3
MARCH	2	7.4	326	1.6
OCTOBER	1	3.7	200	1.0
DECEMBER	4	14.8	4,599	22.7
1990	4	14.8	2,410	11.9
OCTOBER	3	11.1	1,960	9.7
DECEMBER	1	3.7	450	2.2
1991 AND LATER	2	7.4	4,100	20.2
APRIL	2	7.4	4,100	20.2
TOTAL	27	100.0	20,252	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	3.7	115	.6
CENSUS DIVISION NO. 2	1	3.7	115	.6
CALGARY / DRUMHELLER	6	22.2	2,667	13.2
CENSUS DIVISION NO. 6	6	22.2	2,667	13.2
EDMONTON / LLOYDMIN.	8	29.6	3,985	19.7
CENSUS DIVISION NO. 11	7	25.9	3,567	17.6
MULTIPLE CENSUS DIVISIONS	1	3.7	418	2.1
INTER-REGIONAL	4	14.8	1,750	8.6
PROVINCE WIDE	8	29.6	11,735	57.9
TOTAL	27	100.0	20,252	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	3.7	115	.6
LETHBRIDGE	1	3.7	115	.6
CALGARY / DRUMHELLER	6	22.2	2,667	13.2
CALGARY	6	22.2	2,667	13.2
EDMONTON / LLOYDMIN.	8	29.6	3,985	19.7
EDMONTON	7	25.9	3,567	17.6
REMAINDER	1	3.7	418	2.1
TWO OR MORE REGIONS	4	14.8	1,750	8.6
PROVINCE WIDE	8	29.6	11,735	57.9
TOTAL	27	100.0	20,252	100.0

*For explanation see number 1 in the Definitions on page VIII.
**For explanation see number 2 in the Definitions on page VIII.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
AMALGAMATED TRANSIT	2	7.4	2,953	14.6
C. U. P. E.	1	3.7	134	.7
CDN AUTO WORKERS	1	3.7	200	1.0
ELECTRICAL WORKERS	8	29.6	10,246	50.6
EMPLOYEES ASSOCIATION	7	25.9	4,959	24.5
ENERGY & CHEMICAL WORKERS	1	3.7	110	.5
OPERATING ENGINEERS	1	3.7	115	.6
RAILWAY WORKERS	1	3.7	147	.7
TEAMSTERS	4	14.8	1,053	5.2
UNITED FOOD & COMM. WORKERS	1	3.7	335	1.7
TOTAL	27	100.0	20,252	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	2	7.4	782	3.9
BETWEEN ONE AND TWO YEARS	3	11.1	2,621	12.9
TWO YEARS	11	40.7	5,385	26.6
BETWEEN TWO AND THREE YEARS	6	22.2	6,499	32.1
THREE YEARS	4	14.8	4,665	23.0
MORE THAN THREE YEARS	1	3.7	300	1.5
TOTAL	27	100.0	20,252	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	7	25.9	866	4.3
200 - 499 EMPLOYEES	8	29.6	2,708	13.4
500 - 999 EMPLOYEES	6	22.2	4,562	22.5
1,000 OR MORE EMPLOYEES	6	22.2	12,116	59.8
TOTAL	27	100.0	20,252	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	13	48.1	8,606	42.5
OFFICE EMPLOYEES	3	11.1	4,300	21.2
PROFESSIONAL EMPLOYEES	1	3.7	102	.5
NON-OFFICE AND OFFICE EMPLOYEES	9	33.3	6,444	31.8
OFFICE AND PROFESSIONAL EMPLOYEES	1	3.7	800	4.0
TOTAL	27	100.0	20,252	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.7	200	1.0
UNION MEMBERSHIP	15	55.6	7,422	36.6
RACE, RELIGION, NATIONALITY, SEX	2	7.4	4,955	24.5
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	5	18.5	5,560	27.5
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	1	3.7	110	.5
RACE, RELIGION, NATIONALITY, SEX, MARITAL STATUS	1	3.7	418	2.1
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	1	3.7	1,453	7.2
COMBINATION OF ANY PREJUDICES, INCLUDING SEXUAL PREFERANCE	1	3.7	134	.7
TOTAL	27	100.0	20,252	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	11.1	1,709	8.4
GENERAL STATEMENT OF MANAGEMENT RIGHTS	2	7.4	1,650	8.1
ENUMERATED LIST OF MANAGEMENT RIGHTS	8	29.6	6,681	33.0
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	1	3.7	1,453	7.2
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	13	48.1	8,759	43.3
TOTAL	27	100.0	20,252	100.0

*For explanation see number 3 in the Definitions on page VIII.

TABLE 10 UNION MEMBERSHIP REQUIREMENTS*

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	33.3	5,888	29.1
CLOSED SHOP	1	3.7	3,655	18.0
UNION SHOP	5	18.5	1,388	6.9
MODIFIED UNION SHOP	1	3.7	147	.7
MAINTENANCE OF MEMBERSHIP	3	11.1	1,820	9.0
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	8	29.6	7,354	36.3
TOTAL	27	100.0	20,252	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.7	591	2.9
DUES CHECK-OFF ONLY	15	55.6	8,816	43.5
DUES AND INITIATION FEES	7	25.9	8,528	42.1
DUES, INITIATION FEES AND ASSESSMENTS	3	11.1	1,896	9.4
DUES, INITIATION FEES, ASSESSMENTS AND FINES	1	3.7	421	2.1
TOTAL	27	100.0	20,252	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.7	1,500	7.4
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	22	81.5	13,269	65.5
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	1	3.7	418	2.1
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE & PRESENT DUES-PAYING EMPL	2	7.4	4,955	24.5
COMPULSORY FOR UNION MEMBERS	1	3.7	110	.5
TOTAL	27	100.0	20,252	100.0

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*For explanation see number 4 in the Definitions on page VIII.

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
30 CALENDAR DAYS	3	11.1	829	4.1
180 CALENDAR DAYS	4	14.8	2,410	11.9
45 WORKING DAYS/SHIFTS	1	3.7	335	1.7
3 MONTHS	5	18.5	1,816	9.0
6 MONTHS	10	37.0	13,859	68.4
12 MONTHS	2	7.4	706	3.5
VARIES BY OCCUPATION OR CLASSIFICATION	1	3.7	147	.7
NOT SPECIFIED	1	3.7	150	.7
TOTAL	27	100.0	20,252	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	25.9	8,464	41.8
COMPANY	1	3.7	2,800	13.8
PLANT	1	3.7	421	2.1
DEPARTMENT	1	3.7	115	.6
JOB OR OCCUPATIONAL CLASSIFICATION	1	3.7	150	.7
COMBINATION OF COMPANY AND DEPARTMENT	1	3.7	110	.5
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	3	11.1	982	4.8
COMBINATION OF PLANT AND DEPARTMENT	2	7.4	926	4.6
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	4	14.8	973	4.8
COMPANY, PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	3.7	1,453	7.2
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	3.7	700	3.5
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	3.7	224	1.1
NOT SPECIFIED	3	11.1	2,934	14.5
TOTAL	27	100.0	20,252	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	48.1	7,420	36.6
6 MONTHS	5	18.5	4,080	20.1
9 MONTHS	1	3.7	1,408	7.0
12 MONTHS	4	14.8	5,656	27.9
24 MONTHS	2	7.4	1,380	6.8
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	1	3.7	108	.5
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	1	3.7	200	1.0
TOTAL	27	100.0	20,252	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	51.9	10,292	50.8
14 CALENDAR DAYS	1	3.7	591	2.9
21 CALENDAR DAYS	1	3.7	134	.7
30 CALENDAR DAYS	2	7.4	830	4.1
2 WEEKS	1	3.7	1,453	7.2
4 WEEKS	1	3.7	102	.5
VARIES WITH LENGTH OF SERVICE	4	14.8	5,400	26.7
NOT SPECIFIED	3	11.1	1,450	7.2
TOTAL	27	100.0	20,252	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	74.1	12,634	62.4
30 DAYS PAY	1	3.7	150	.7
TWO WEEKS PAY	2	7.4	2,044	10.1
THREE WEEKS PAY	1	3.7	134	.7
VARIES WITH LENGTH OF SERVICE	3	11.1	5,290	26.1
TOTAL	27	100.0	20,252	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	48.1	4,789	23.6
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	6	22.2	3,503	17.3
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	8	29.6	11,960	59.1
TOTAL	27	100.0	20,252	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	11.1	871	4.3
3 CALENDAR DAYS	1	3.7	102	.5
7 CALENDAR DAYS	8	29.6	5,403	26.7
10 CALENDAR DAYS	2	7.4	618	3.1
21 CALENDAR DAYS	1	3.7	134	.7
5 WORKING DAYS/SHIFTS	1	3.7	335	1.7
6 WORKING DAYS/SHIFTS	4	14.8	2,410	11.9
10 WORKING DAYS/SHIFTS	2	7.4	1,101	5.4
NOT SPECIFIED	5	18.5	9,278	45.8
TOTAL	27	100.0	20,252	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	11.1	673	3.3
PRIMARY FACTOR	3	11.1	782	3.9
SECONDARY FACTOR	16	59.3	10,033	49.5
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	5	18.5	8,764	43.3
TOTAL	27	100.0	20,252	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	44.4	5,130	25.3
SOLE FACTOR	2	7.4	242	1.2
PRIMARY FACTOR	1	3.7	335	1.7
SECONDARY FACTOR	7	25.9	4,919	24.3
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	5	18.5	9,626	47.5
TOTAL	27	100.0	20,252	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.4	1,250	6.2
SOLE FACTOR	10	37.0	10,066	49.7
PRIMARY FACTOR	8	29.6	1,762	8.7
SECONDARY FACTOR	1	3.7	1,408	7.0
EQUAL FACTOR	1	3.7	224	1.1
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	5	18.5	5,542	27.4
TOTAL	27	100.0	20,252	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	10	37.0	11,695	57.7
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	14	51.9	7,027	34.7
EMPLOYEE OR UNION REPRESENTATIVE	3	11.1	1,530	7.6
TOTAL	27	100.0	20,252	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	48.1	13,526	66.8
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	7	25.9	4,778	23.6
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	5	18.5	1,388	6.9
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	1	3.7	200	1.0
OTHER	1	3.7	360	1.8
TOTAL	27	100.0	20,252	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.7	108	.5
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	6	22.2	1,280	6.3
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	13	48.1	11,300	55.8
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	7	25.9	7,564	37.3
TOTAL	27	100.0	20,252	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIVE DAYS A WEEK	24	88.9	19,821	97.9
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	3	11.1	431	2.1
TOTAL	27	100.0	20,252	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7 HOURS	4	14.8	1,962	9.7
7-1/2 HOURS	1	3.7	2,800	13.8
8 HOURS	12	44.4	8,812	43.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	9	33.3	6,343	31.3
NOT SPECIFIED	1	3.7	335	1.7
TOTAL	27	100.0	20,252	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
35 HOURS	4	14.8	1,962	9.7
37 HOURS	1	3.7	335	1.7
37-1/2 HOURS	1	3.7	2,800	13.8
40 HOURS	12	44.4	8,812	43.5
42 HOURS	1	3.7	150	.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	8	29.6	6,193	30.6
TOTAL	27	100.0	20,252	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	66.7	14,805	73.1
MEAL PERIOD PAID ON OVERTIME WORK	7	25.9	4,067	20.1
THREE SHIFTS AND OVERTIME	1	3.7	680	3.4
THREE SHIFTS CALL-IN CALL-BACK OVERTIME	1	3.7	700	3.5
TOTAL	27	100.0	20,252	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	66.7	7,913	39.1
PROVISION FOR COMPRESSED WORK-WEEK	8	29.6	10,886	53.8
OTHER	1	3.7	1,453	7.2
TOTAL	27	100.0	20,252	100.0

*For explanation see number 5 in the Definitions on page IX.

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	2	7.4	721	3.6
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	3	11.1	667	3.3
DOUBLE TIME AFTER 5 HOURS	1	3.7	102	.5
DOUBLE TIME	3	11.1	5,070	25.0
2.00 TIME OFF OR PAY @ 1.50 INCREASED TO DOUBLE TIME AFTER 4 HOURS	1	3.7	200	1.0
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	12	44.4	6,184	30.5
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	3.7	1,408	7.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	11.1	3,100	15.3
OTHER	1	3.7	2,800	13.8
TOTAL	27	100.0	20,252	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	33.3	6,052	29.9
TIME AND ONE-HALF	3	11.1	1,056	5.2
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	3.7	224	1.1
DOUBLE TIME AFTER 5 HOURS	1	3.7	102	.5
DOUBLE TIME	2	7.4	4,955	24.5
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	9	33.3	4,916	24.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.7	147	.7
OTHER	1	3.7	2,800	13.8
TOTAL	27	100.0	20,252	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	81.5	18,681	92.2
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 5 HOURS	1	3.7	102	.5
DOUBLE TIME	3	11.1	669	3.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	3.7	800	4.0
TOTAL	27	100.0	20,252	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	88.9	19,591	96.7
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 5 HOURS	1	3.7	102	.5
DOUBLE TIME	2	7.4	559	2.8
TOTAL	27	100.0	20,252	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	51.9	9,890	48.8
TIME AND ONE-HALF	1	3.7	300	1.5
DOUBLE TIME	3	11.1	1,832	9.0
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO DOUBLE TIME AFTER 7 HOURS	1	3.7	200	1.0
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	4	14.8	1,948	9.6
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	3.7	1,408	7.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	7.4	1,874	9.3
OTHER	1	3.7	2,800	13.8
TOTAL	27	100.0	20,252	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	51.9	9,890	48.8
TIME AND ONE-HALF	1	3.7	300	1.5
DOUBLE TIME	3	11.1	1,832	9.0
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO DOUBLE TIME AFTER 7 HOURS	1	3.7	200	1.0
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	4	14.8	1,948	9.6
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	3.7	1,408	7.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	7.4	1,874	9.3
OTHER	1	3.7	2,800	13.8
TOTAL	27	100.0	20,252	100.0

*For explanation see number 6 in the Definitions on page IX.

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	63.0	10,034	49.5
$ 4.50 PER MEAL PAID AFTER				
4 HOURS OF OVERTIME	1	3.7	224	1.1
$ 5.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	3.7	335	1.7
$ 6.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	2	7.4	4,100	20.2
$ 7.50 PER MEAL PAID AFTER				
1 HOURS OF OVERTIME	1	3.7	134	.7
2 HOURS OF OVERTIME	1	3.7	102	.5
MEALS FURNISHED BY EMPLOYER AFTER				
2 HOURS OF OVERTIME	3	11.1	1,668	8.2
OTHER	1	3.7	3,655	18.0
TOTAL	27	100.0	20,252	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	88.9	13,695	67.6
PROVISION EXISTS	3	11.1	6,557	32.4
TOTAL	27	100.0	20,252	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	92.6	19,243	95.0
NOT SPECIFIED	1	3.7	591	2.9
OTHER	1	3.7	418	2.1
TOTAL	27	100.0	20,252	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	55.6	4,612	22.8
AMOUNT PER HOUR				
$.55	1	3.7	700	3.5
$.56	1	3.7	1,408	7.0
$.61	1	3.7	800	4.0
PER CENT OF WAGES				
50.0 PER CENT	1	3.7	2,800	13.8
TIME RATE PAYMENT				
TIME AND ONE-QUARTER	1	3.7	1,500	7.4
TIME AND ONE-HALF	3	11.1	5,635	27.8
DOUBLE TIME	1	3.7	335	1.7
NOT SPECIFIED	2	7.4	2,044	10.1
OTHER	1	3.7	418	2.1
TOTAL	27	100.0	20,252	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.4	721	3.6
AMOUNT PER HOUR				
$.25	1	3.7	147	.7
$.30	1	3.7	591	2.9
$.35	1	3.7	1,500	7.4
$.36	1	3.7	200	1.0
$.40	2	7.4	1,568	7.7
$.45	1	3.7	150	.7
$.50	1	3.7	680	3.4
$.55	1	3.7	700	3.5
$.60	5	18.5	9,387	46.4
$.61	3	11.1	1,610	7.9
$.65	1	3.7	134	.7
$.75	3	11.1	553	2.7
$.77	1	3.7	800	4.0
$.83	2	7.4	1,409	7.0
$1.25	1	3.7	102	.5
TOTAL	27	100.0	20,252	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.4	721	3.6
AMOUNT PER HOUR				
$.30	1	3.7	591	2.9
$.35	1	3.7	1,500	7.4
$.36	1	3.7	200	1.0
$.40	2	7.4	1,568	7.7
$.45	1	3.7	150	.7
$.50	2	7.4	827	4.1
$.55	1	3.7	700	3.5
$.60	2	7.4	1,632	8.1
$.65	4	14.8	7,889	39.0
$.73	1	3.7	800	4.0
$.75	3	11.1	553	2.7
$.77	3	11.1	1,610	7.9
$.83	2	7.4	1,409	7.0
$1.25	1	3.7	102	.5
TOTAL	27	100.0	20,252	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	88.9	14,699	72.6
FLAT AMOUNT PER SHIFT				
$ 2.00 PER SHIFT	1	3.7	2,800	13.8
$ 2.25 PER SHIFT	1	3.7	1,300	6.4
OTHER	1	3.7	1,453	7.2
TOTAL	27	100.0	20,252	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	100.0	20,252	100.0
TOTAL	27	100.0	20,252	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	81.5	12,907	63.7
TIME RATE PAYMENT				
STRAIGHT TIME	2	7.4	4,355	21.5
TIME AND ONE-HALF	1	3.7	1,408	7.0
DOUBLE TIME	2	7.4	1,582	7.8
TOTAL	27	100.0	20,252	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	81.5	14,438	71.3
AMOUNT PER HOUR				
$.60	1	3.7	224	1.1
$.70	2	7.4	1,135	5.6
$6.70	1	3.7	800	4.0
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	3.7	3,655	18.0
TOTAL	27	100.0	20,252	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	70.4	14,943	73.8
PROVISION EXISTS	8	29.6	5,309	26.2
TOTAL	27	100.0	20,252	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	74.1	18,163	89.7
2.0 HOURS OF WORK OR PAY	2	7.4	815	4.0
4.0 HOURS OF WORK OR PAY	1	3.7	335	1.7
8.0 HOURS OF WORK OR PAY	1	3.7	300	1.5
VARIES DEPENDING ON WORK OR NOT	1	3.7	421	2.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	7.4	218	1.1
TOTAL	27	100.0	20,252	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.4	529	2.6
MINIMUM OF 2.0 HOURS AT				
STRAIGHT TIME	1	3.7	680	3.4
DOUBLE TIME	8	29.6	10,591	52.3
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME	2	7.4	635	3.1
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	5	18.5	3,401	16.8
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	3	11.1	3,018	14.9
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	1	3.7	134	.7
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	1	3.7	102	.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	7.4	371	1.8
OTHER	2	7.4	791	3.9
TOTAL	27	100.0	20,252	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	92.6	17,299	85.4
GUARANTEED WORK OR PAY VARIES BY OCCUPATIONAL GROUP	1	3.7	1,453	7.2
OTHER	1	3.7	1,500	7.4
TOTAL	27	100.0	20,252	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	44.4	13,791	68.1
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	14	51.9	6,043	29.8
OTHER	1	3.7	418	2.1
TOTAL	27	100.0	20,252	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	18.5	2,392	11.8
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	12	44.4	12,555	62.0
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	9	33.3	4,887	24.1
OTHER	1	3.7	418	2.1
TOTAL	27	100.0	20,252	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	70.4	15,075	74.4
2 PERIODS, 10 MINUTES EACH	1	3.7	147	.7
2 PERIODS, 15 MINUTES EACH	5	18.5	2,077	10.3
PERIODS AND DURATION NOT SPECIFIED	1	3.7	1,500	7.4
OTHER	1	3.7	1,453	7.2
TOTAL	27	100.0	20,252	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	100.0	20,252	100.0
TOTAL	27	100.0	20,252	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
9 FULL HOLIDAYS	1	3.7	200	1.0
10 FULL HOLIDAYS	10	37.0	5,258	26.0
11 FULL HOLIDAYS	12	44.4	12,449	61.5
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	1	3.7	1,453	7.2
12 FULL HOLIDAYS	2	7.4	212	1.0
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	1	3.7	680	3.4
TOTAL	27	100.0	20,252	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	100.0	20,252	100.0
TOTAL	27	100.0	20,252	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	51.9	13,571	67.0
30 CALENDAR DAYS	6	22.2	3,420	16.9
30 WORKING DAYS	7	25.9	3,261	16.1
TOTAL	27	100.0	20,252	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	37.0	6,893	34.0
DAY BEFORE AND AFTER HOLIDAY	17	63.0	13,359	66.0
TOTAL	27	100.0	20,252	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	96.3	20,137	99.4
PROVISION EXISTS	1	3.7	115	.6
TOTAL	27	100.0	20,252	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	48.1	6,608	32.6
FOLLOWING MONDAY OFF WITH PAY	5	18.5	2,525	12.5
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	8	29.6	10,784	53.2
ANOTHER DAY OFF WITH PAY	1	3.7	335	1.7
TOTAL	27	100.0	20,252	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	48.1	6,608	32.6
FOLLOWING MONDAY OFF WITH PAY	5	18.5	2,525	12.5
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	8	29.6	10,784	53.2
ANOTHER DAY OFF WITH PAY	1	3.7	335	1.7
TOTAL	27	100.0	20,252	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	40.7	5,473	27.0
EXTRA DAYS VACATION WITH PAY	12	44.4	12,067	59.6
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	4	14.8	2,712	13.4
TOTAL	27	100.0	20,252	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	44.4	9,708	47.9
EXTRA DAY OFF WITH PAY	7	25.9	5,651	27.9
EXTRA DAYS PAY	3	11.1	1,811	8.9
EXTRA DAY OFF OR EXTRA DAYS PAY	5	18.5	3,082	15.2
TOTAL	27	100.0	20,252	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.7	147	.7
TIME AND ONE-HALF PLUS HOLIDAY PAY	2	7.4	721	3.6
DOUBLE TIME PLUS HOLIDAY PAY	17	63.0	16,095	79.5
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	3.7	134	.7
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	2	7.4	1,523	7.5
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	2	7.4	1,380	6.8
OTHER	2	7.4	252	1.2
TOTAL	27	100.0	20,252	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	18.5	2,754	13.6
SIX MONTHS BUT LESS THAN ONE YEAR	6	22.2	8,975	44.3
1 YEAR	15	55.6	8,389	41.4
OTHER	1	3.7	134	.7
TOTAL	27	100.0	20,252	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	11.1	2,380	11.8
1 YEAR	6	22.2	8,707	43.0
2 YEARS	10	37.0	7,381	36.4
3 YEARS	6	22.2	1,229	6.1
4 YEARS	1	3.7	421	2.1
OTHER	1	3.7	134	.7
TOTAL	27	100.0	20,252	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	14.8	2,514	12.4
6 YEARS	1	3.7	102	.5
8 YEARS	10	37.0	4,813	23.8
9 YEARS	11	40.7	12,405	61.3
10 YEARS	1	3.7	418	2.1
TOTAL	27	100.0	20,252	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	18.5	2,935	14.5
13 YEARS	2	7.4	559	2.8
15 YEARS	4	14.8	657	3.2
16 YEARS	3	11.1	7,755	38.3
17 YEARS	5	18.5	3,401	16.8
18 YEARS	3	11.1	1,936	9.6
19 YEARS	5	18.5	3,009	14.9
TOTAL	27	100.0	20,252	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	48.1	7,952	39.3
18 YEARS	2	7.4	559	2.8
25 YEARS	11	40.7	11,626	57.4
30 YEARS	1	3.7	115	.6
TOTAL	27	100.0	20,252	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 70 MAXIMUM PAID VACATION*

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	7.4	1,700	8.4
FOUR WEEKS	1	3.7	421	2.1
FIVE WEEKS	8	29.6	5,017	24.8
SIX WEEKS	11	40.7	11,150	55.1
SEVEN WEEKS	3	11.1	1,150	5.7
NOT SPECIFIED	1	3.7	680	3.4
OTHER	1	3.7	134	.7
TOTAL	27	100.0	20,252	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	81.5	12,248	60.5
PROVISION EXISTS	5	18.5	8,004	39.5
TOTAL	27	100.0	20,252	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	70.4	12,687	62.6
CASUAL ILLNESS LEAVE	5	18.5	3,674	18.1
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	3	11.1	3,891	19.2
TOTAL	27	100.0	20,252	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE **

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	85.2	15,923	78.6
3 MONTHS	1	3.7	335	1.7
6 MONTHS	2	7.4	3,770	18.6
OTHER	1	3.7	224	1.1
TOTAL	27	100.0	20,252	100.0

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*For explanation see number 7 in the Definitions on page IX.

**For explanation see number 8 in the Definitions on page IX.

TABLE 74 AMOUNT OF PAID SICK LEAVE*

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	77.8	15,822	78.1
6 DAYS	2	7.4	339	1.7
12 DAYS	2	7.4	302	1.5
18 DAYS	1	3.7	134	.7
VARIES WITH LENGTH OF SERVICE	1	3.7	3,655	18.0
TOTAL	27	100.0	20,252	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	88.9	19,559	96.6
UNDER 60 DAYS	2	7.4	559	2.8
120 - 149 DAYS	1	3.7	134	.7
TOTAL	27	100.0	20,252	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	96.3	19,917	98.3
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	3.7	335	1.7
TOTAL	27	100.0	20,252	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	96.3	19,917	98.3
26 DAYS	1	3.7	335	1.7
TOTAL	27	100.0	20,252	100.0

*For explanation see number 8 in the Definitions on page IX.

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	92.6	19,693	97.2
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	2	7.4	559	2.8
TOTAL	27	100.0	20,252	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	92.6	19,693	97.2
26 DAYS	2	7.4	559	2.8
TOTAL	27	100.0	20,252	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	100.0	20,252	100.0
TOTAL	27	100.0	20,252	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	100.0	20,252	100.0
TOTAL	27	100.0	20,252	100.0

TABLE 82 INJURY PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	81.5	14,787	73.0
PROVISION EXISTS	5	18.5	5,465	27.0
TOTAL	27	100.0	20,252	100.0

*For explanation see number 8 in the Definitions on page IX.
**For explanation see number 9 in the Definitions on page IX.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	81.5	11,571	57.1
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	3	11.1	5,546	27.4
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	1	3.7	335	1.7
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	1	3.7	2,800	13.8
TOTAL	27	100.0	20,252	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	81.5	11,571	57.1
3 MONTHS	1	3.7	335	1.7
13 MONTHS	2	7.4	4,955	24.5
NOT SPECIFIED	2	7.4	3,391	16.7
TOTAL	27	100.0	20,252	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	55.6	9,078	44.8
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	11	40.7	8,374	41.3
NOT SPECIFIED	1	3.7	2,800	13.8
TOTAL	27	100.0	20,252	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	25.9	5,456	26.9
IMMEDIATE FAMILY ONLY				
3.0 DAYS	4	14.8	1,529	7.5
4.0 DAYS	3	11.1	875	4.3
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.7	335	1.7
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.7	147	.7
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	6	22.2	7,216	35.6
3.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.7	115	.6
4.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	3.7	1,453	7.2
NOT SPECIFIED	1	3.7	224	1.1
OTHER	2	7.4	2,902	14.3
TOTAL	27	100.0	20,252	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	37.0	4,613	22.8
6 MONTHS	6	22.2	9,510	47.0
12 MONTHS	11	40.7	6,129	30.3
TOTAL	27	100.0	20,252	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	37.0	4,613	22.8
18 WEEKS	3	11.1	901	4.4
20 WEEKS	5	18.5	9,265	45.7
24 WEEKS	2	7.4	1,603	7.9
26 WEEKS	5	18.5	3,401	16.8
46 WEEKS	1	3.7	335	1.7
48 WEEKS	1	3.7	134	.7
TOTAL	27	100.0	20,252	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	51.9	6,874	33.9
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	11	40.7	11,334	56.0
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	1	3.7	591	2.9
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	1	3.7	1,453	7.2
TOTAL	27	100.0	20,252	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	37.0	4,613	22.8
MATERNITY LEAVE PLAN EXISTS	17	63.0	15,639	77.2
TOTAL	27	100.0	20,252	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	70.4	14,351	70.9
PROVISION EXISTS	8	29.6	5,901	29.1
TOTAL	27	100.0	20,252	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	48.1	7,916	39.1
PROVISION EXISTS	14	51.9	12,336	60.9
TOTAL	27	100.0	20,252	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	40.7	4,774	23.6
PATERNITY	14	51.9	12,454	61.5
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	1	3.7	2,800	13.8
OTHER	1	3.7	224	1.1
TOTAL	27	100.0	20,252	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	85.2	18,400	90.9
LEAVE WITHOUT PAY	2	7.4	249	1.2
LEAVE WITH FULL PAY	1	3.7	1,453	7.2
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	3.7	150	.7
TOTAL	27	100.0	20,252	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	63.0	10,238	50.6
GRIEVANCE PAY ONLY	10	37.0	10,014	49.4
TOTAL	27	100.0	20,252	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	70.4	10,536	52.0
PROVISION EXISTS	8	29.6	9,716	48.0
TOTAL	27	100.0	20,252	100.0

*For explanation see number 10 in the Definitions on page IX.

**For explanation see number 11 in the Definitions on page IX.

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	100.0	20,252	100.0
TOTAL	27	100.0	20,252	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	74.1	17,675	87.3
PROVISION EXISTS	7	25.9	2,577	12.7
TOTAL	27	100.0	20,252	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	88.9	19,590	96.7
PROVISION EXISTS	3	11.1	662	3.3
TOTAL	27	100.0	20,252	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	55.6	11,575	57.2
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	11	40.7	8,086	39.9
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	1	3.7	591	2.9
TOTAL	27	100.0	20,252	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	74.1	15,254	75.3
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	1	3.7	1,453	7.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	6	22.2	3,545	17.5
TOTAL	27	100.0	20,252	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	100.0	20,252	100.0
TOTAL	27	100.0	20,252	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	44.4	12,373	61.1
SUPPLIED AT NO COST TO EMPLOYEES	9	33.3	2,838	14.0
SUPPLIED AT SOME COST TO EMPLOYEES	1	3.7	335	1.7
EMPLOYER MAKES A MONETARY ALLOWANCE	4	14.8	3,206	15.8
OTHER	1	3.7	1,500	7.4
TOTAL	27	100.0	20,252	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	77.8	18,050	89.1
MAINTAINED AT NO COST TO EMPLOYEES	3	11.1	1,718	8.5
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	3	11.1	484	2.4
TOTAL	27	100.0	20,252	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	55.6	10,607	52.4
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	1	3.7	150	.7
TOOLS REPLACED AT NO COST TO EMPLOYEE	4	14.8	2,086	10.3
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	5	18.5	7,077	34.9
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	1	3.7	108	.5
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	1	3.7	224	1.1
TOTAL	27	100.0	20,252	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	33.3	6,091	30.1
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	3.7	134	.7
LODGING ALLOWANCE (OR LODGING SUPPLIED)	2	7.4	255	1.3
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	4	14.8	4,407	21.8
LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	1	3.7	300	1.5
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	9	33.3	8,865	43.8
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	1	3.7	200	1.0
TOTAL	27	100.0	20,252	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	29.6	1,982	9.8
PORTAL TO PORTAL PAY	1	3.7	1,408	7.0
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	13	48.1	12,931	63.9
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	4	14.8	2,478	12.2
OTHER	1	3.7	1,453	7.2
TOTAL	27	100.0	20,252	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	63.0	9,807	48.4
VARIES WITH DISTANCE	3	11.1	5,481	27.1
OTHER	7	25.9	4,964	24.5
TOTAL	27	100.0	20,252	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	59.3	8,556	42.2
PROVISION EXISTS	11	40.7	11,696	57.8
TOTAL	27	100.0	20,252	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	85.2	18,173	89.7
ONE TO TWO	1	3.7	680	3.4
ONE TO THREE	1	3.7	108	.5
RATIO VARIES BY TRADE	1	3.7	591	2.9
OTHER	1	3.7	700	3.5
TOTAL	27	100.0	20,252	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	40.7	8,123	40.1
TRAINING FOR BARGAINING UNIT EMPLOYEES	16	59.3	12,129	59.9
TOTAL	27	100.0	20,252	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	88.9	18,362	90.7
SEVERANCE PAY PLAN	2	7.4	1,788	8.8
LAY-OFF BENEFIT PLAN	1	3.7	102	.5
TOTAL	27	100.0	20,252	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	100.0	20,252	100.0
TOTAL	27	100.0	20,252	100.0

*For explanation see number 12 in the Definitions on page IX.

**For explanation see number 13 in the Definitions on page X.

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	77.8	12,836	63.4
PROVISION EXISTS	6	22.2	7,416	36.6
TOTAL	27	100.0	20,252	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	85.2	18,795	92.8
PROVISION EXISTS	4	14.8	1,457	7.2
TOTAL	27	100.0	20,252	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	74.1	13,397	66.2
PROVISION EXISTS	7	25.9	6,855	33.8
TOTAL	27	100.0	20,252	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	77.8	16,293	80.5
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	3.7	335	1.7
4 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	3.7	200	1.0
NOT SPECIFIED	4	14.8	3,424	16.9
TOTAL	27	100.0	20,252	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	88.9	19,327	95.4
PROVISION EXISTS	3	11.1	925	4.6
TOTAL	27	100.0	20,252	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	74.1	11,116	54.9
PROVISION EXISTS	7	25.9	9,136	45.1
TOTAL	27	100.0	20,252	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	96.3	16,597	82.0
PROVISION EXISTS	1	3.7	3,655	18.0
TOTAL	27	100.0	20,252	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	100.0	20,252	100.0
TOTAL	27	100.0	20,252	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	100.0	20,252	100.0
TOTAL	27	100.0	20,252	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	100.0	20,252	100.0
TOTAL	27	100.0	20,252	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	92.6	19,559	96.6
PROVISION EXISTS	2	7.4	693	3.4
TOTAL	27	100.0	20,252	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	100.0	20,252	100.0
TOTAL	27	100.0	20,252	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	85.2	14,609	72.1
PROVISION EXISTS	4	14.8	5,643	27.9
TOTAL	27	100.0	20,252	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	92.6	18,552	91.6
PROVISION EXISTS	2	7.4	1,700	8.4
TOTAL	27	100.0	20,252	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	100.0	20,252	100.0
TOTAL	27	100.0	20,252	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	40.7	8,649	42.7
FORMAL JOB EVALUATION PLAN	5	18.5	2,902	14.3
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	6	22.2	5,929	29.3
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	5	18.5	2,772	13.7
TOTAL	27	100.0	20,252	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	66.7	13,755	67.9
PROVISION EXISTS	9	33.3	6,497	32.1
TOTAL	27	100.0	20,252	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	96.3	19,917	98.3
PROVISION FOR EQUAL PAY FOR EQUAL WORK	1	3.7	335	1.7
TOTAL	27	100.0	20,252	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	77.8	16,239	80.2
AUTOMATIC ANNUAL ADJUSTMENTS	3	11.1	2,613	12.9
ONE ADJUSTMENT DURING TERM OF AGREEMENT	2	7.4	1,250	6.2
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	1	3.7	150	.7
TOTAL	27	100.0	20,252	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	77.8	16,239	80.2
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	2	7.4	1,160	5.7
OTHER	4	14.8	2,853	14.1
TOTAL	27	100.0	20,252	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	74.1	8,803	43.5
CONTINUOUS SERVICE BONUS ONLY	7	25.9	11,449	56.5
TOTAL	27	100.0	20,252	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	37.0	7,033	34.7
33.3 PER CENT	1	3.7	591	2.9
50.0 PER CENT	2	7.4	249	1.2
60.0 PER CENT	1	3.7	108	.5
70.0 PER CENT	1	3.7	418	2.1
75.0 PER CENT	5	18.5	8,189	40.4
100.0 PER CENT	2	7.4	225	1.1
NOT SPECIFIED	5	18.5	3,439	17.0
TOTAL	27	100.0	20,252	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	51.9	9,119	45.0
DENTAL CARE PLAN ONLY	6	22.2	9,775	48.3
DENTAL CARE PLAN AND VISION CARE PLAN	2	7.4	218	1.1
COMBINATION OF THREE PLANS	5	18.5	1,140	5.6
TOTAL	27	100.0	20,252	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	85.2	19,595	96.8
PROVISION EXISTS	4	14.8	657	3.2
TOTAL	27	100.0	20,252	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	48.1	6,928	34.2
50.0 PER CENT	1	3.7	147	.7
60.0 PER CENT	1	3.7	108	.5
75.0 PER CENT	2	7.4	434	2.1
100.0 PER CENT	2	7.4	212	1.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.7	1,300	6.4
FLAT SUM PAYMENT	1	3.7	2,800	13.8
NOT SPECIFIED	6	22.2	8,323	41.1
TOTAL	27	100.0	20,252	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	48.1	6,928	34.2
25,000 DOLLARS	2	7.4	408	2.0
27,500 DOLLARS	1	3.7	147	.7
VARIES WITH INCOME OR JOB CLASSIFICATION	2	7.4	1,587	7.8
NOT SPECIFIED	9	33.3	11,182	55.2
TOTAL	27	100.0	20,252	100.0

*For explanation see number 14 in the Definitions on page X.

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	81.5	19,453	96.1
50.0 PER CENT	1	3.7	147	.7
60.0 PER CENT	1	3.7	108	.5
75.0 PER CENT	2	7.4	434	2.1
100.0 PER CENT	1	3.7	110	.5
TOTAL	27	100.0	20,252	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	81.5	19,453	96.1
25,000 DOLLARS	1	3.7	108	.5
27,500 DOLLARS	1	3.7	147	.7
50,000 DOLLARS	1	3.7	300	1.5
VARIES WITH INCOME OR JOB CLASSIFICATION	1	3.7	134	.7
NOT SPECIFIED	1	3.7	110	.5
TOTAL	27	100.0	20,252	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	55.6	13,104	64.7
50.0 PER CENT	1	3.7	147	.7
60.0 PER CENT	1	3.7	108	.5
75.0 PER CENT	2	7.4	1,000	4.9
100.0 PER CENT	1	3.7	115	.6
NOT SPECIFIED	7	25.9	5,778	28.5
TOTAL	27	100.0	20,252	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	59.3	13,328	65.8
$260.00 PER WEEK	1	3.7	300	1.5
$318.00 PER WEEK	1	3.7	108	.5
$375.00 PER WEEK	1	3.7	147	.7
EXPRESSED AS PERCENT OF WAGES	3	11.1	1,750	8.6
VARIES WITH INCOME OR JOB CLASSIFICATION	1	3.7	700	3.5
VARIES WITH SEX OR WITH SEX AND INCOME	1	3.7	2,800	13.8
NOT SPECIFIED	3	11.1	1,119	5.5
TOTAL	27	100.0	20,252	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	59.3	13,328	65.8
16 WEEKS	1	3.7	147	.7
26 WEEKS	1	3.7	115	.6
52 WEEKS	3	11.1	1,708	8.4
VARIES WITH LENGTH OF SERVICE	2	7.4	3,500	17.3
NOT SPECIFIED	4	14.8	1,454	7.2
TOTAL	27	100.0	20,252	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	70.4	17,438	86.1
PROVISION EXISTS	8	29.6	2,814	13.9
TOTAL	27	100.0	20,252	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	77.8	16,300	80.5
100.0 PER CENT	1	3.7	110	.5
NOT SPECIFIED	5	18.5	3,842	19.0
TOTAL	27	100.0	20,252	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	66.7	16,435	81.2
CONTRIBUTORY	3	11.1	590	2.9
NOT SPECIFIED	6	22.2	3,227	15.9
TOTAL	27	100.0	20,252	100.0

SECTION VI

TRADE

(Includes all wholesale and retail outlets)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1988	14	56.0	8,897	69.6
APRIL	1	4.0	600	4.7
JUNE	2	8.0	1,605	12.5
AUGUST	4	16.0	4,454	34.8
SEPTEMBER	2	8.0	534	4.2
DECEMBER	5	20.0	1,704	13.3
1989	2	8.0	222	1.7
MARCH	1	4.0	120	.9
OCTOBER	1	4.0	102	.8
1990	6	24.0	3,245	25.4
MARCH	3	12.0	481	3.8
APRIL	2	8.0	2,654	20.8
JUNE	1	4.0	110	.9
1991 AND LATER	3	12.0	425	3.3
MARCH	3	12.0	425	3.3
TOTAL	25	100.0	12,789	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	8.0	263	2.1
CENSUS DIVISION NO. 1	2	8.0	263	2.1
LETHBRIDGE	1	4.0	450	3.5
CENSUS DIVISION NO. 2	1	4.0	450	3.5
CALGARY / DRUMHELLER	4	16.0	4,502	35.2
CENSUS DIVISION NO. 6	4	16.0	4,502	35.2
EDMONTON / LLOYDMIN.	9	36.0	3,746	29.3
CENSUS DIVISION NO. 11	9	36.0	3,746	29.3
INTER-REGIONAL	7	28.0	1,778	13.9
PROVINCE WIDE	2	8.0	2,050	16.0
TOTAL	25	100.0	12,789	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	8.0	263	2.1
MEDICINE HAT	2	8.0	263	2.1
LETHBRIDGE	1	4.0	450	3.5
LETHBRIDGE	1	4.0	450	3.5
CALGARY / DRUMHELLER	4	16.0	4,502	35.2
CALGARY	4	16.0	4,502	35.2
EDMONTON / LLOYDMIN.	9	36.0	3,746	29.3
EDMONTON	9	36.0	3,746	29.3
TWO OR MORE REGIONS	7	28.0	1,778	13.9
PROVINCE WIDE	2	8.0	2,050	16.0
TOTAL	25	100.0	12,789	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	1	4.0	1,450	11.3
EMPLOYEES ASSOCIATION	4	16.0	2,985	23.3
HEAVY EQUIPMENT TRADES	1	4.0	600	4.7
RETAIL WHOLESALE UNION	2	8.0	265	2.1
TEAMSTERS	3	12.0	364	2.8
UNITED FOOD & COMM. WORKERS	14	56.0	7,125	55.7
TOTAL	25	100.0	12,789	100.0

*For explanation see number 1 in the Definitions on page VIII.
**For explanation see number 2 in the Definitions on page VIII.

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	1	4.0	155	1.2
BETWEEN ONE AND TWO YEARS	4	16.0	3,673	28.7
TWO YEARS	9	36.0	6,640	51.9
BETWEEN TWO AND THREE YEARS	4	16.0	1,299	10.2
THREE YEARS	7	28.0	1,022	8.0
TOTAL	25	100.0	12,789	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	11	44.0	1,482	11.6
200 - 499 EMPLOYEES	6	24.0	1,760	13.8
500 - 999 EMPLOYEES	4	16.0	2,423	18.9
1,000 OR MORE EMPLOYEES	4	16.0	7,124	55.7
TOTAL	25	100.0	12,789	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	20	80.0	10,677	83.5
OFFICE EMPLOYEES	1	4.0	150	1.2
NON-OFFICE AND OFFICE EMPLOYEES	4	16.0	1,962	15.3
TOTAL	25	100.0	12,789	100.0

*For explanation see number 3 in the Definitions on page VIII.

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.0	254	2.0
UNION MEMBERSHIP	10	40.0	7,230	56.5
RACE, RELIGION	1	4.0	155	1.2
RACE, RELIGION, NATIONALITY, SEX	1	4.0	150	1.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	9	36.0	4,518	35.3
RACE, RELIGION, NATIONALITY, SEX, AGE	1	4.0	322	2.5
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	1	4.0	160	1.3
TOTAL	25	100.0	12,789	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	12.0	415	3.2
ENUMERATED LIST OF MANAGEMENT RIGHTS	2	8.0	244	1.9
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	9	36.0	5,023	39.3
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	11	44.0	7,107	55.6
TOTAL	25	100.0	12,789	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS*

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.0	160	1.3
CLOSED SHOP	2	8.0	265	2.1
UNION SHOP	17	68.0	7,917	61.9
MODIFIED UNION SHOP	3	12.0	4,182	32.7
MAINTENANCE OF MEMBERSHIP	1	4.0	110	.9
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	1	4.0	155	1.2
TOTAL	25	100.0	12,789	100.0

*For explanation see number 4 in the Definitions on page VIII.

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	6	24.0	4,545	35.5
DUES AND INITIATION FEES	3	12.0	428	3.3
DUES AND ASSESSMENTS	2	8.0	265	2.1
DUES, INITIATION FEES AND ASSESSMENTS	13	52.0	7,417	58.0
DUES, INITIATION FEES, ASSESSMENTS AND FINES	1	4.0	134	1.0
TOTAL	25	100.0	12,789	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	21	84.0	12,112	94.7
COMPULSORY FOR NEW EMPLOYEES	2	8.0	235	1.8
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	1	4.0	120	.9
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	1	4.0	322	2.5
TOTAL	25	100.0	12,789	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
20 CALENDAR DAYS	1	4.0	500	3.9
30 CALENDAR DAYS	2	8.0	1,667	13.0
45 CALENDAR DAYS	3	12.0	520	4.1
90 CALENDAR DAYS	2	8.0	254	2.0
180 CALENDAR DAYS	1	4.0	600	4.7
20 WORKING DAYS/SHIFTS	1	4.0	322	2.5
65 WORKING DAYS/SHIFTS	1	4.0	110	.9
90 WORKING DAYS/SHIFTS	4	16.0	2,940	23.0
1 MONTHS	5	20.0	3,066	24.0
3 MONTHS	2	8.0	310	2.4
VARIES BY OCCUPATION OR CLASSIFICATION	1	4.0	1,450	11.3
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	1	4.0	800	6.3
OTHER	1	4.0	250	2.0
TOTAL	25	100.0	12,789	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.0	284	2.2
COMPANY	10	40.0	4,603	36.0
PLANT	2	8.0	316	2.5
DEPARTMENT	3	12.0	457	3.6
COMBINATION OF PLANT AND DEPARTMENT	1	4.0	800	6.3
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	2	8.0	265	2.1
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	4.0	2,520	19.7
COMBINATION OF COMPANY, PLANT AND DEPARTMENT	1	4.0	102	.8
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	4.0	1,450	11.3
NOT SPECIFIED	2	8.0	1,992	15.6
TOTAL	25	100.0	12,789	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.0	270	2.1
3 MONTHS	1	4.0	125	1.0
6 MONTHS	17	68.0	11,035	86.3
9 MONTHS	1	4.0	134	1.0
12 MONTHS	3	12.0	425	3.3
14 MONTHS	1	4.0	800	6.3
TOTAL	25	100.0	12,789	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	24.0	3,027	23.7
5 CALENDAR DAYS	1	4.0	134	1.0
7 CALENDAR DAYS	1	4.0	212	1.7
20 WORKING DAYS/SHIFTS	1	4.0	1,450	11.3
VARIES WITH LENGTH OF SERVICE	16	64.0	7,966	62.3
TOTAL	25	100.0	12,789	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	24.0	2,537	19.8
5 DAYS PAY	1	4.0	134	1.0
20 DAYS PAY	1	4.0	1,450	11.3
VARIES WITH LENGTH OF SERVICE	17	68.0	8,668	67.8
TOTAL	25	100.0	12,789	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	44.0	4,116	32.2
PROVISION EXISTS FOR PAY IN LIEU OF NOTICE ONLY	6	24.0	3,316	25.9
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	8	32.0	5,357	41.9
TOTAL	25	100.0	12,789	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	52.0	6,975	54.5
3 CALENDAR DAYS	1	4.0	125	1.0
7 CALENDAR DAYS	4	16.0	597	4.7
10 CALENDAR DAYS	1	4.0	1,450	11.3
3 WORKING DAYS/SHIFTS	4	16.0	1,020	8.0
NOT SPECIFIED	2	8.0	2,622	20.5
TOTAL	25	100.0	12,789	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	20.0	3,948	30.9
SOLE FACTOR	6	24.0	3,316	25.9
PRIMARY FACTOR	10	40.0	2,575	20.1
SECONDARY FACTOR	4	16.0	2,950	23.1
TOTAL	25	100.0	12,789	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	40.0	6,221	48.6
SOLE FACTOR	6	24.0	3,366	26.3
PRIMARY FACTOR	6	24.0	1,385	10.8
SECONDARY FACTOR	3	12.0	1,817	14.2
TOTAL	25	100.0	12,789	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SOLE FACTOR	5	20.0	3,115	24.4
PRIMARY FACTOR	16	64.0	9,083	71.0
SECONDARY FACTOR	4	16.0	591	4.6
TOTAL	25	100.0	12,789	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	1	4.0	1,450	11.3
UNION REPRESENTATIVE ONLY	2	8.0	822	6.4
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	16	64.0	7,264	56.8
UNION ONLY	3	12.0	425	3.3
GRIEVANCE COMMITTEE ONLY	1	4.0	2,520	19.7
CHOICE BETWEEN SEVERAL PROCEDURES	2	8.0	308	2.4
TOTAL	25	100.0	12,789	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	76.0	6,885	53.8
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	2	8.0	2,050	16.0
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	3	12.0	3,642	28.5
OTHER	1	4.0	212	1.7
TOTAL	25	100.0	12,789	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.0	800	6.3
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	2	8.0	734	5.7
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	10	40.0	5,107	39.9
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	12	48.0	6,148	48.1
TOTAL	25	100.0	12,789	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIVE DAYS A WEEK	24	96.0	11,989	93.7
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	1	4.0	800	6.3
TOTAL	25	100.0	12,789	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7-1/2 HOURS	1	4.0	150	1.2
8 HOURS	12	48.0	2,784	21.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	6	24.0	6,262	49.0
VARIES FOR DIFFERENT SEASONS	5	20.0	2,793	21.8
NOT SPECIFIED	1	4.0	800	6.3
TOTAL	25	100.0	12,789	100.0

*For explanation see number 5 in the Definitions on page IX.

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
37 HOURS	6	24.0	3,593	28.1
37-1/2 HOURS	1	4.0	150	1.2
38 HOURS	2	8.0	1,667	13.0
40 HOURS	11	44.0	2,674	20.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	20.0	4,705	36.8
TOTAL	25	100.0	12,789	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	96.0	12,629	98.7
MEAL PERIOD PAID ON OVERTIME WORK	1	4.0	160	1.3
TOTAL	25	100.0	12,789	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	84.0	8,539	66.8
PROVISION FOR FLEX-TIME	1	4.0	160	1.3
PROVISION FOR COMPRESSED WORK-WEEK	2	8.0	2,640	20.6
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	1	4.0	1,450	11.3
TOTAL	25	100.0	12,789	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	6	24.0	3,775	29.5
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	12	48.0	6,794	53.1
DOUBLE TIME AFTER 3 HOURS	2	8.0	245	1.9
DOUBLE TIME AFTER 4 HOURS	1	4.0	110	.9
DOUBLE TIME	2	8.0	265	2.1
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO DOUBLE TIME AFTER 4 HOURS	1	4.0	150	1.2
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 2 HOURS	1	4.0	1,450	11.3
TOTAL	25	100.0	12,789	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	12.0	444	3.5
TIME AND ONE-HALF	14	56.0	9,271	72.5
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	2	8.0	314	2.5
DOUBLE TIME AFTER 3 HOURS	2	8.0	245	1.9
DOUBLE TIME AFTER 20 HOURS	1	4.0	800	6.3
DOUBLE TIME	2	8.0	265	2.1
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 20 HOURS	1	4.0	1,450	11.3
TOTAL	25	100.0	12,789	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	88.0	11,589	90.6
TIME AND ONE-HALF	3	12.0	1,200	9.4
TOTAL	25	100.0	12,789	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	76.0	11,443	89.5
TIME AND ONE-HALF	1	4.0	600	4.7
DOUBLE TIME	3	12.0	481	3.8
DOUBLE TIME AND ONE-HALF	2	8.0	265	2.1
TOTAL	25	100.0	12,789	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	76.0	10,673	83.5
TIME AND ONE-HALF	2	8.0	284	2.2
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	4.0	102	.8
DOUBLE TIME AFTER 3 HOURS	1	4.0	120	.9
DOUBLE TIME	1	4.0	160	1.3
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 3 HOURS	1	4.0	1,450	11.3
TOTAL	25	100.0	12,789	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	80.0	10,825	84.6
DOUBLE TIME	3	12.0	380	3.0
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 3 HOURS	1	4.0	1,450	11.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	4.0	134	1.0
TOTAL	25	100.0	12,789	100.0

*For explanation see number 6 in the Definitions on page IX.

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	72.0	7,695	60.2
$ 4.75 PER MEAL PAID AFTER 3 HOURS OF OVERTIME	1	4.0	110	.9
$ 5.00 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	4.0	2,520	19.7
$ 6.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	4.0	134	1.0
$ 6.75 PER MEAL PAID AFTER 3 HOURS OF OVERTIME	1	4.0	1,450	11.3
MEALS FURNISHED BY EMPLOYER AFTER				
2 HOURS OF OVERTIME	1	4.0	600	4.7
4 HOURS OF OVERTIME	1	4.0	160	1.3
UNSPECIFIED HOURS	1	4.0	120	.9
TOTAL	25	100.0	12,789	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	48.0	4,800	37.5
PROVISION EXISTS	13	52.0	7,989	62.5
TOTAL	25	100.0	12,789	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	52.0	5,995	46.9
AMOUNT PER HOUR $1.00	11	44.0	6,692	52.3
OTHER	1	4.0	102	.8
TOTAL	25	100.0	12,789	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	12.0	490	3.8
AMOUNT PER HOUR				
$.50	1	4.0	102	.8
$.55	4	16.0	510	4.0
$.60	2	8.0	2,630	20.6
$.65	1	4.0	1,450	11.3
$.70	1	4.0	212	1.7
$.75	10	40.0	6,480	50.7
$1.00	2	8.0	755	5.9
PER CENT OF WAGES				
7.5 PER CENT	1	4.0	160	1.3
TOTAL	25	100.0	12,789	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	20.0	1,210	9.5
AMOUNT PER HOUR				
$.50	1	4.0	102	.8
$.55	1	4.0	125	1.0
$.60	2	8.0	2,630	20.6
$.65	1	4.0	1,450	11.3
$.70	1	4.0	212	1.7
$.75	11	44.0	6,610	51.7
$.80	1	4.0	135	1.1
$1.00	1	4.0	155	1.2
PER CENT OF WAGES				
7.5 PER CENT	1	4.0	160	1.3
TOTAL	25	100.0	12,789	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	92.0	12,554	98.2
AMOUNT PER HOUR				
$.50	1	4.0	110	.9
$.60	1	4.0	125	1.0
TOTAL	25	100.0	12,789	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	92.0	12,055	94.3
PROVISION EXISTS	2	8.0	734	5.7
TOTAL	25	100.0	12,789	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	72.0	9,915	77.5
4.0 HOURS OF WORK OR PAY	4	16.0	2,287	17.9
8.0 HOURS OF WORK OR PAY	3	12.0	587	4.6
TOTAL	25	100.0	12,789	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	32.0	5,510	43.1
MINIMUM OF 2.0 HOURS AT TIME AND ONE-HALF	1	4.0	600	4.7
MINIMUM OF 3.0 HOURS AT TIME AND ONE-HALF	1	4.0	110	.9
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME	10	40.0	4,584	35.8
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	4.0	120	.9
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	1	4.0	1,450	11.3
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	3	12.0	415	3.2
TOTAL	25	100.0	12,789	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	84.0	9,767	76.4
WEEKLY WORK OR WAGE GUARANTEE	1	4.0	2,520	19.7
MONTHLY WORK OR WAGE GUARANTEE	1	4.0	155	1.2
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	4.0	135	1.1
OTHER	1	4.0	212	1.7
TOTAL	25	100.0	12,789	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	76.0	11,969	93.6
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	6	24.0	820	6.4
TOTAL	25	100.0	12,789	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	16.0	1,689	13.2
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	6	24.0	3,316	25.9
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	14	56.0	6,242	48.8
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	1	4.0	1,542	12.1
TOTAL	25	100.0	12,789	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.0	110	.9
2 PERIODS, 10 MINUTES EACH	2	8.0	755	5.9
2 PERIODS, 15 MINUTES EACH	17	68.0	11,224	87.8
2 PERIODS, 20 MINUTES EACH	1	4.0	160	1.3
2 PERIODS, DURATION NOT SPECIFIED	4	16.0	540	4.2
TOTAL	25	100.0	12,789	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	96.0	11,247	87.9
1 PERIOD 5 MINUTES EACH	1	4.0	1,542	12.1
TOTAL	25	100.0	12,789	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
9 FULL HOLIDAYS	1	4.0	2,520	19.7
10 FULL HOLIDAYS	18	72.0	6,252	48.9
11 FULL HOLIDAYS	3	12.0	2,302	18.0
12 FULL HOLIDAYS	3	12.0	1,715	13.4
TOTAL	25	100.0	12,789	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	88.0	12,364	96.7
5 WORKING DAYS	3	12.0	425	3.3
TOTAL	25	100.0	12,789	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	12.0	1,796	14.0
DAY BEFORE AND AFTER HOLIDAY	22	88.0	10,993	86.0
TOTAL	25	100.0	12,789	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	84.0	11,754	91.9
FOLLOWING MONDAY OFF WITH PAY	1	4.0	160	1.3
ANOTHER DAY OFF WITH PAY	3	12.0	875	6.8
TOTAL	25	100.0	12,789	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	32.0	4,897	38.3
FOLLOWING MONDAY OFF WITH PAY	13	52.0	6,862	53.7
ANOTHER DAY OFF WITH PAY	4	16.0	1,030	8.1
TOTAL	25	100.0	12,789	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	24.0	4,887	38.2
EXTRA DAYS VACATION WITH PAY	11	44.0	4,006	31.3
EXTRA DAYS PAY	1	4.0	134	1.0
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	7	28.0	3,762	29.4
TOTAL	25	100.0	12,789	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	64.0	10,229	80.0
EXTRA DAY OFF WITH PAY	3	12.0	466	3.6
EXTRA DAYS PAY	1	4.0	134	1.0
EXTRA DAY OFF OR EXTRA DAYS PAY	5	20.0	1,960	15.3
TOTAL	25	100.0	12,789	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.0	523	4.1
STRAIGHT TIME PLUS HOLIDAY PAY	1	4.0	150	1.2
TIME AND ONE-HALF PLUS HOLIDAY PAY	7	28.0	1,542	12.1
DOUBLE TIME PLUS HOLIDAY PAY	14	56.0	9,004	70.4
DAY AND ONE-HALF OFF WITH PAY OR EXTRA DAY AND ONE-HALF PAY PLUS HOLIDAY PAY	1	4.0	1,450	11.3
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	1	4.0	120	.9
TOTAL	25	100.0	12,789	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.0	120	.9
SIX MONTHS BUT LESS THAN ONE YEAR	1	4.0	160	1.3
1 YEAR	23	92.0	12,509	97.8
TOTAL	25	100.0	12,789	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 YEAR	2	8.0	1,570	12.3
2 YEARS	2	8.0	702	5.5
3 YEARS	16	64.0	9,833	76.9
4 YEARS	3	12.0	404	3.2
5 YEARS	2	8.0	280	2.2
TOTAL	25	100.0	12,789	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
5 YEARS	1	4.0	150	1.2
8 YEARS	20	80.0	11,984	93.7
9 YEARS	1	4.0	160	1.3
10 YEARS	2	8.0	340	2.7
15 YEARS	1	4.0	155	1.2
TOTAL	25	100.0	12,789	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.0	315	2.5
12 YEARS	1	4.0	150	1.2
13 YEARS	15	60.0	9,567	74.8
14 YEARS	1	4.0	102	.8
15 YEARS	2	8.0	265	2.1
18 YEARS	2	8.0	1,656	12.9
19 YEARS	1	4.0	134	1.0
20 YEARS	1	4.0	600	4.7
TOTAL	25	100.0	12,789	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	20.0	2,499	19.5
18 YEARS	17	68.0	9,819	76.8
20 YEARS	2	8.0	265	2.1
28 YEARS	1	4.0	206	1.6
TOTAL	25	100.0	12,789	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 70 MAXIMUM PAID VACATION*

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FOUR WEEKS	2	8.0	315	2.5
FIVE WEEKS	3	12.0	2,184	17.1
SIX WEEKS	5	20.0	711	5.6
SEVEN WEEKS	15	60.0	9,579	74.9
TOTAL	25	100.0	12,789	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	92.0	12,129	94.8
PROVISION EXISTS	2	8.0	660	5.2
TOTAL	25	100.0	12,789	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	20.0	1,877	14.7
CASUAL ILLNESS LEAVE	14	56.0	6,383	49.9
GENERAL ILLNESS LEAVE	1	4.0	2,520	19.7
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	5	20.0	2,009	15.7
TOTAL	25	100.0	12,789	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE**

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	44.0	6,379	49.9
30 CALENDAR DAYS	1	4.0	322	2.5
45 CALENDAR DAYS	1	4.0	134	1.0
20 WORKING DAYS	1	4.0	1,542	12.1
90 WORKING DAYS	2	8.0	265	2.1
13 WEEKS	1	4.0	500	3.9
3 MONTHS	8	32.0	3,647	28.5
TOTAL	25	100.0	12,789	100.0

*For explanation see number 7 in the Definitions on page IX.
**For explanation see number 8 in the Definitions on page IX.

TABLE 74 AMOUNT OF PAID SICK LEAVE*

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	24.0	1,997	15.6
6 DAYS	11	44.0	5,955	46.6
7 DAYS	1	4.0	160	1.3
10 DAYS	1	4.0	134	1.0
12 DAYS	3	12.0	367	2.9
VARIES WITH LENGTH OF SERVICE	3	12.0	4,176	32.7
TOTAL	25	100.0	12,789	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	24.0	1,997	15.6
UNDER 60 DAYS	16	64.0	8,976	70.2
60 - 89 DAYS	1	4.0	1,450	11.3
NO LIMIT SPECIFIED	1	4.0	206	1.6
SICK LEAVE CONVERTED TO CASH AT YEAR END	1	4.0	160	1.3
TOTAL	25	100.0	12,789	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	60.0	6,143	48.0
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
75.0 PER CENT	1	4.0	2,520	19.7
100.0 PER CENT	7	28.0	3,816	29.8
PER CENT NOT SPECIFIED	1	4.0	160	1.3
OTHER	1	4.0	150	1.2
TOTAL	25	100.0	12,789	100.0

*For explanation see number 8 in the Definitions on page IX.

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	68.0	6,793	53.1
5 DAYS	1	4.0	160	1.3
20 DAYS	1	4.0	2,520	19.7
26 DAYS	6	24.0	3,316	25.9
TOTAL	25	100.0	12,789	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	52.0	4,324	33.8
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
75.0 PER CENT	1	4.0	2,520	19.7
100.0 PER CENT	11	44.0	5,945	46.5
TOTAL	25	100.0	12,789	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	52.0	4,324	33.8
18 DAYS	2	8.0	265	2.1
20 DAYS	1	4.0	2,520	19.7
26 DAYS	8	32.0	4,138	32.4
28 DAYS	1	4.0	1,542	12.1
TOTAL	25	100.0	12,789	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

*For explanation see number 8 in the Definitions on page IX.

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 82 INJURY PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	84.0	10,910	85.3
PROVISION EXISTS	4	16.0	1,879	14.7
TOTAL	25	100.0	12,789	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	56.0	7,016	54.9
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	1	4.0	1,450	11.3
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	8	32.0	4,032	31.5
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	1	4.0	130	1.0
OTHER	1	4.0	161	1.3
TOTAL	25	100.0	12,789	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	52.0	6,882	53.8
3 MONTHS	10	40.0	5,643	44.1
6 MONTHS	1	4.0	134	1.0
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	1	4.0	130	1.0
TOTAL	25	100.0	12,789	100.0

*For explanation see number 8 in the Definitions on page IX.
**For explanation see number 9 in the Definitions on page IX.

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	16.0	1,039	8.1
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	21	84.0	11,750	91.9
T O T A L	25	100.0	12,789	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
IMMEDIATE FAMILY ONLY				
3.0 DAYS	7	28.0	1,419	11.1
5.0 DAYS	1	4.0	102	.8
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	7	28.0	4,116	32.2
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	4.0	2,520	19.7
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	4.0	1,450	11.3
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	4.0	206	1.6
NOT SPECIFIED	7	28.0	2,976	23.3
T O T A L	25	100.0	12,789	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	32.0	1,486	11.6
4 MONTHS	1	4.0	450	3.5
12 MONTHS	16	64.0	10,853	84.9
T O T A L	25	100.0	12,789	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	28.0	1,384	10.8
18 WEEKS	5	20.0	3,109	24.3
24 WEEKS	3	12.0	3,314	25.9
26 WEEKS	1	4.0	800	6.3
36 WEEKS	7	28.0	3,816	29.8
ACCORDING TO LEGISLATION	2	8.0	366	2.9
TOTAL	25	100.0	12,789	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	56.0	8,212	64.2
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	10	40.0	4,475	35.0
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	1	4.0	102	.8
TOTAL	25	100.0	12,789	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	28.0	1,384	10.8
MATERNITY LEAVE PLAN EXISTS	18	72.0	11,405	89.2
TOTAL	25	100.0	12,789	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	28.0	1,536	12.0
PROVISION EXISTS	18	72.0	11,253	88.0
TOTAL	25	100.0	12,789	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	20.0	674	5.3
PROVISION EXISTS	20	80.0	12,115	94.7
TOTAL	25	100.0	12,789	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	40.0	2,565	20.1
PATERNITY	13	52.0	8,624	67.4
PATERNITY, MOVING AND FAMILY ILLNESS	1	4.0	1,450	11.3
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	1	4.0	150	1.2
TOTAL	25	100.0	12,789	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	96.0	12,639	98.8
LEAVE WITH FULL PAY	1	4.0	150	1.2
TOTAL	25	100.0	12,789	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	76.0	7,742	60.5
GRIEVANCE PAY ONLY	6	24.0	5,047	39.5
TOTAL	25	100.0	12,789	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	84.0	11,712	91.6
PROVISION EXISTS	4	16.0	1,077	8.4
TOTAL	25	100.0	12,789	100.0

*For explanation see number 10 in the Definitions on page IX.

**For explanation see number 11 in the Definitions on page IX.

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	68.0	7,007	54.8
PROVISION EXISTS	8	32.0	5,782	45.2
TOTAL	25	100.0	12,789	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	88.0	11,074	86.6
PROVISION EXISTS	3	12.0	1,715	13.4
TOTAL	25	100.0	12,789	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	40.0	4,131	32.3
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	15	60.0	8,658	67.7
TOTAL	25	100.0	12,789	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	84.0	12,254	95.8
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	4	16.0	535	4.2
TOTAL	25	100.0	12,789	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	92.0	12,524	97.9
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	2	8.0	265	2.1
TOTAL	25	100.0	12,789	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	32.0	3,213	25.1
SUPPLIED AT NO COST TO EMPLOYEES	14	56.0	6,331	49.5
EMPLOYER MAKES A MONETARY ALLOWANCE	1	4.0	600	4.7
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	1	4.0	125	1.0
OTHER	1	4.0	2,520	19.7
TOTAL	25	100.0	12,789	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	48.0	6,110	47.8
MAINTAINED AT NO COST TO EMPLOYEES	13	52.0	6,679	52.2
TOTAL	25	100.0	12,789	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	76.0	9,591	75.0
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	2	8.0	634	5.0
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	1	4.0	600	4.7
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	3	12.0	1,964	15.4
TOTAL	25	100.0	12,789	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	84.0	10,280	80.4
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	2	8.0	934	7.3
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	1	4.0	125	1.0
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	1	4.0	1,450	11.3
TOTAL	25	100.0	12,789	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	52.0	4,709	36.8
PORTAL TO PORTAL PAY	1	4.0	322	2.5
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	11	44.0	7,758	60.7
TOTAL	25	100.0	12,789	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	80.0	9,816	76.8
CENTS PER KILOMETER				
16.0 CENTS	1	4.0	250	2.0
16.6 CENTS	3	12.0	2,223	17.4
17.4 CENTS	1	4.0	500	3.9
TOTAL	25	100.0	12,789	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	96.0	12,339	96.5
PROVISION EXISTS	1	4.0	450	3.5
TOTAL	25	100.0	12,789	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	40.0	4,728	37.0
TRAINING FOR BARGAINING UNIT EMPLOYEES	15	60.0	8,061	63.0
TOTAL	25	100.0	12,789	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	56.0	4,496	35.2
SEVERANCE PAY PLAN	9	36.0	8,028	62.8
LAY-OFF BENEFIT PLAN	2	8.0	265	2.1
TOTAL	25	100.0	12,789	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	92.0	12,524	97.9
PROVISION EXISTS	2	8.0	265	2.1
TOTAL	25	100.0	12,789	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	60.0	5,997	46.9
PROVISION EXISTS	10	40.0	6,792	53.1
TOTAL	25	100.0	12,789	100.0

*For explanation see number 12 in the Definitions on page IX.
**For explanation see number 13 in the Definitions on page X.

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	40.0	5,779	45.2
PROVISION EXISTS	15	60.0	7,010	54.8
TOTAL	25	100.0	12,789	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	92.0	10,925	85.4
PROVISION EXISTS	2	8.0	1,864	14.6
TOTAL	25	100.0	12,789	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	64.0	5,199	40.7
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	4.0	2,520	19.7
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	8	32.0	5,070	39.6
TOTAL	25	100.0	12,789	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	64.0	5,251	41.1
PROVISION EXISTS	9	36.0	7,538	58.9
TOTAL	25	100.0	12,789	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	96.0	12,339	96.5
PROVISION EXISTS	1	4.0	450	3.5
TOTAL	25	100.0	12,789	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	88.0	9,607	75.1
PROVISION EXISTS	3	12.0	3,182	24.9
TOTAL	25	100.0	12,789	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	60.0	5,117	40.0
PROVISION EXISTS	10	40.0	7,672	60.0
TOTAL	25	100.0	12,789	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	100.0	12,789	100.0
TOTAL	25	100.0	12,789	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	76.0	8,270	64.7
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	6	24.0	4,519	35.3
TOTAL	25	100.0	12,789	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	84.0	10,924	85.4
PROVISION EXISTS	4	16.0	1,865	14.6
TOTAL	25	100.0	12,789	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	64.0	7,575	59.2
PROVISION FOR EQUAL PAY FOR EQUAL WORK	9	36.0	5,214	40.8
TOTAL	25	100.0	12,789	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	88.0	12,364	96.7
AUTOMATIC MONTHLY ADJUSTMENTS	1	4.0	135	1.1
AUTOMATIC ANNUAL ADJUSTMENTS	1	4.0	130	1.0
OTHER	1	4.0	160	1.3
TOTAL	25	100.0	12,789	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	88.0	12,364	96.7
OTHER	3	12.0	425	3.3
TOTAL	25	100.0	12,789	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	88.0	11,074	86.6
CONTINUOUS SERVICE BONUS ONLY	3	12.0	1,715	13.4
TOTAL	25	100.0	12,789	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.0	134	1.0
50.0 PER CENT	6	24.0	2,600	20.3
65.0 PER CENT	1	4.0	206	1.6
100.0 PER CENT	12	48.0	6,745	52.7
NOT SPECIFIED	5	20.0	3,104	24.3
TOTAL	25	100.0	12,789	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.0	244	1.9
PRESCRIPTION DRUG PLAN ONLY	1	4.0	125	1.0
DENTAL CARE PLAN ONLY	13	52.0	6,740	52.7
DENTAL CARE PLAN AND VISION CARE PLAN	8	32.0	5,180	40.5
COMBINATION OF THREE PLANS	1	4.0	500	3.9
TOTAL	25	100.0	12,789	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	84.0	11,899	93.0
PROVISION EXISTS	4	16.0	890	7.0
TOTAL	25	100.0	12,789	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	20.0	1,352	10.6
50.0 PER CENT	2	8.0	1,605	12.5
66.6 PER CENT	1	4.0	160	1.3
100.0 PER CENT	13	52.0	6,670	52.2
NOT SPECIFIED	4	16.0	3,002	23.5
TOTAL	25	100.0	12,789	100.0

*For explanation see number 14 in the Definitions on page X.

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	20.0	1,352	10.6
4,000 DOLLARS	1	4.0	150	1.2
VARIES WITH INCOME OR JOB CLASSIFICATION	2	8.0	1,575	12.3
CHANGES DURING TERM OF AGREEMENT	2	8.0	265	2.1
NOT SPECIFIED	15	60.0	9,447	73.9
TOTAL	25	100.0	12,789	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	80.0	10,314	80.6
50.0 PER CENT	1	4.0	1,450	11.3
66.6 PER CENT	1	4.0	160	1.3
100.0 PER CENT	3	12.0	865	6.8
TOTAL	25	100.0	12,789	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	80.0	10,314	80.6
VARIES WITH INCOME OR JOB CLASSIFICATION	1	4.0	1,450	11.3
CHANGES DURING TERM OF AGREEMENT	2	8.0	265	2.1
NOT SPECIFIED	2	8.0	760	5.9
TOTAL	25	100.0	12,789	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	36.0	5,062	39.6
50.0 PER CENT	1	4.0	155	1.2
100.0 PER CENT	11	44.0	4,458	34.9
FLAT SUM PAYMENT	1	4.0	1,612	12.6
NOT SPECIFIED	3	12.0	1,502	11.7
TOTAL	25	100.0	12,789	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	36.0	5,062	39.6
EXPRESSED AS PERCENT OF WAGES	12	48.0	5,328	41.7
VARIES WITH INCOME OR JOB CLASSIFICATION	1	4.0	155	1.2
VARIES WITH SEX OR WITH SEX AND INCOME	1	4.0	600	4.7
NOT SPECIFIED	2	8.0	1,644	12.9
TOTAL	25	100.0	12,789	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	36.0	5,062	39.6
16 WEEKS	1	4.0	125	1.0
26 WEEKS	4	16.0	1,590	12.4
VARIES WITH LENGTH OF SERVICE	1	4.0	600	4.7
NOT SPECIFIED	10	40.0	5,412	42.3
TOTAL	25	100.0	12,789	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	36.0	4,273	33.4
PROVISION EXISTS	16	64.0	8,516	66.6
TOTAL	25	100.0	12,789	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	84.0	12,258	95.8
66.6 PER CENT	1	4.0	160	1.3
NOT SPECIFIED	3	12.0	371	2.9
TOTAL	25	100.0	12,789	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	32.0	4,711	36.8
NON-CONTRIBUTORY	4	16.0	1,271	9.9
CONTRIBUTORY	10	40.0	4,343	34.0
NOT SPECIFIED	3	12.0	2,464	19.3
TOTAL	25	100.0	12,789	100.0

SECTION VII

SERVICE

(Includes hospitals, hotels/motels, restaurants, schools (excluding teachers), laundries, labour organizations, motion picture theatres, etc.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1988	37	52.9	18,729	36.1
MARCH	24	34.3	15,701	30.3
JUNE	6	8.6	1,708	3.3
AUGUST	2	2.9	470	.9
OCTOBER	1	1.4	145	.3
NOVEMBER	1	1.4	150	.3
DECEMBER	3	4.3	555	1.1
1989	25	35.7	18,787	36.2
MARCH	8	11.4	13,662	26.3
JUNE	7	10.0	1,393	2.7
AUGUST	5	7.1	1,291	2.5
SEPTEMBER	1	1.4	390	.8
DECEMBER	4	5.7	2,051	4.0
1990	7	10.0	14,033	27.1
MARCH	5	7.1	12,783	24.7
AUGUST	1	1.4	1,100	2.1
DECEMBER	1	1.4	150	.3
1991 AND LATER	1	1.4	300	.6
FEBRUARY	1	1.4	300	.6
TOTAL	70	100.0	51,849	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	2.9	220	.4
CENSUS DIVISION NO. 1	2	2.9	220	.4
LETHBRIDGE	3	4.3	511	1.0
CENSUS DIVISION NO. 2	2	2.9	391	.8
MULTIPLE CENSUS DIVISIONS	1	1.4	120	.2
CALGARY / DRUMHELLER	18	25.7	8,624	16.6
CENSUS DIVISION NO. 6	18	25.7	8,624	16.6
THE PARKS	2	2.9	570	1.1
CENSUS DIVISION NO. 9	1	1.4	350	.7
CENSUS DIVISION NO. 14	1	1.4	220	.4
RED DEER / WAINWRIGHT	3	4.3	707	1.4
CENSUS DIVISION NO. 8	3	4.3	707	1.4
EDMONTON / LLOYDMIN.	28	40.0	15,767	30.4
CENSUS DIVISION NO. 10	1	1.4	123	.2
CENSUS DIVISION NO. 11	27	38.6	15,644	30.2
PEACE RIVER	2	2.9	288	.6
CENSUS DIVISION NO. 15	2	2.9	288	.6
ATHABASCA	3	4.3	530	1.0
CENSUS DIVISION NO. 12	2	2.9	370	.7
CENSUS DIVISION NO. 13	1	1.4	160	.3
INTER-REGIONAL	3	4.3	744	1.4
PROVINCE WIDE	6	8.6	23,888	46.1
TOTAL	70	100.0	51,849	100.0

*For explanation see number 1 in the Definitions on page VIII.

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE*

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	2.9	220	.4
MEDICINE HAT	2	2.9	220	.4
LETHBRIDGE	3	4.3	511	1.0
LETHBRIDGE	2	2.9	391	.8
REMAINDER	1	1.4	120	.2
CALGARY / DRUMHELLER	18	25.7	8,624	16.6
CALGARY	16	22.9	8,414	16.2
REMAINDER	2	2.9	210	.4
THE PARKS	2	2.9	570	1.1
REMAINDER	2	2.9	570	1.1
RED DEER / WAINWRIGHT	3	4.3	707	1.4
RED DEER	1	1.4	380	.7
REMAINDER	2	2.9	327	.6
EDMONTON / LLOYDMIN.	28	40.0	15,767	30.4
EDMONTON	26	37.1	15,494	29.9
ST ALBERT	1	1.4	150	.3
REMAINDER	1	1.4	123	.2
PEACE RIVER	2	2.9	288	.6
REMAINDER	2	2.9	288	.6
ATHABASCA	3	4.3	530	1.0
FORT MCMURRAY	2	2.9	370	.7
REMAINDER	1	1.4	160	.3
TWO OR MORE REGIONS	3	4.3	744	1.4
PROVINCE WIDE	6	8.6	23,888	46.1
TOTAL	70	100.0	51,849	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	19	27.1	9,282	17.9
AARNA	3	4.3	5,520	10.6
C. U. P. E.	22	31.4	10,109	19.5
EMPLOYEES ASSOCIATION	13	18.6	7,651	14.8
HEALTH SCIENCE ASSOCIATION	2	2.9	3,765	7.3
HOSPITAL EMPLOYEES UNION	3	4.3	1,902	3.7
HOTEL & RESTAURANT EMPL	1	1.4	200	.4
MULTI-UNION	1	1.4	150	.3
RAILWAY WORKERS	2	2.9	650	1.3
TEAMSTERS	1	1.4	145	.3
UNITED NURSES OF ALBERTA	3	4.3	12,475	24.1
TOTAL	70	100.0	51,849	100.0

*For explanation see number 2 in the Definitions on page VIII.

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	6	8.6	10,818	20.9
ONE YEAR	10	14.3	6,068	11.7
BETWEEN ONE AND TWO YEARS	17	24.3	8,082	15.6
TWO YEARS	27	38.6	23,935	46.2
BETWEEN TWO AND THREE YEARS	6	8.6	2,126	4.1
THREE YEARS	4	5.7	820	1.6
TOTAL	70	100.0	51,849	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	23	32.9	3,130	6.0
200 - 499 EMPLOYEES	31	44.3	9,331	18.0
500 - 999 EMPLOYEES	5	7.1	3,521	6.8
1,000 OR MORE EMPLOYEES	11	15.7	35,867	69.2
TOTAL	70	100.0	51,849	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	20	28.6	5,343	10.3
OFFICE EMPLOYEES	4	5.7	4,156	8.0
PROFESSIONAL EMPLOYEES	8	11.4	18,488	35.7
NON-OFFICE AND OFFICE EMPLOYEES	26	37.1	15,454	29.8
NON-OFFICE AND PROFESSIONAL EMPLOYEES	3	4.3	765	1.5
OFFICE AND PROFESSIONAL EMPLOYEES	3	4.3	740	1.4
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	6	8.6	6,903	13.3
TOTAL	70	100.0	51,849	100.0

*For explanation see number 3 in the Definitions on page VIII.

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	17.1	3,788	7.3
UNION MEMBERSHIP	15	21.4	8,118	15.7
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	1	1.4	100	.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	1	1.4	150	.3
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	2	2.9	6,600	12.7
RACE, RELIGION, NATIONALITY, SEX, AGE	3	4.3	972	1.9
RACE, RELIGION, UNION MEMBERSHIP, AGE, SEX, MARITAL STATUS	3	4.3	681	1.3
RACE, RELIGION, NATIONALITY, SEX, AGE, MARITAL STATUS	1	1.4	103	.2
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	18	25.7	9,567	18.5
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, MARITAL STATUS	4	5.7	1,650	3.2
SEXUAL PREFERANCE	1	1.4	110	.2
COMBINATION OF ANY PREJUDICES, INCLUDING SEXUAL PREFERANCE	7	10.0	19,545	37.7
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	2	2.9	465	.9
TOTAL	70	100.0	51,849	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.3	460	.9
GENERAL STATEMENT OF MANAGEMENT RIGHTS	12	17.1	3,704	7.1
ENUMERATED LIST OF MANAGEMENT RIGHTS	4	5.7	1,176	2.3
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	36	51.4	27,817	53.7
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	15	21.4	18,692	36.1
TOTAL	70	100.0	51,849	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS*

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	48.6	31,959	61.6
CLOSED SHOP	1	1.4	200	.4
UNION SHOP	10	14.3	1,996	3.8
MODIFIED UNION SHOP	9	12.9	3,913	7.5
MAINTENANCE OF MEMBERSHIP	13	18.6	9,301	17.9
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	3	4.3	4,480	8.6
TOTAL	70	100.0	51,849	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.9	290	.6
DUES CHECK-OFF ONLY	53	75.7	48,135	92.8
DUES AND INITIATION FEES	5	7.1	1,478	2.9
DUES AND ASSESSMENTS	5	7.1	1,085	2.1
DUES, INITIATION FEES AND ASSESSMENTS	5	7.1	861	1.7
TOTAL	70	100.0	51,849	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.9	290	.6
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	66	94.3	51,144	98.6
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	1	1.4	265	.5
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	1	1.4	150	.3
TOTAL	70	100.0	51,849	100.0

*For explanation see number 4 in the Definitions on page VIII.

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	110	.2
60 CALENDAR DAYS	1	1.4	300	.6
180 CALENDAR DAYS	1	1.4	100	.2
42 WORKING DAYS/SHIFTS	1	1.4	4,038	7.8
45 WORKING DAYS/SHIFTS	2	2.9	360	.7
60 WORKING DAYS/SHIFTS	14	20.0	6,152	11.9
65 WORKING DAYS/SHIFTS	11	15.7	23,295	44.9
80 WORKING DAYS/SHIFTS	1	1.4	380	.7
130 WORKING DAYS/SHIFTS	1	1.4	180	.3
3 MONTHS	8	11.4	2,653	5.1
5 MONTHS	1	1.4	380	.7
6 MONTHS	17	24.3	10,140	19.6
9 MONTHS	1	1.4	100	.2
VARIES BY OCCUPATION OR CLASSIFICATION	6	8.6	1,983	3.8
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	1	1.4	150	.3
NOT SPECIFIED	1	1.4	1,136	2.2
OTHER	2	2.9	392	.8
TOTAL	70	100.0	51,849	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	22.9	3,968	7.7
COMPANY	27	38.6	27,476	53.0
PLANT	3	4.3	730	1.4
DEPARTMENT	7	10.0	6,334	12.2
JOB OR OCCUPATIONAL CLASSIFICATION	2	2.9	775	1.5
COMBINATION OF COMPANY AND PLANT	1	1.4	200	.4
COMBINATION OF COMPANY AND DEPARTMENT	2	2.9	731	1.4
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	5	7.1	5,737	11.1
COMBINATION OF PLANT AND DEPARTMENT	1	1.4	848	1.6
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.4	147	.3
NOT SPECIFIED	5	7.1	4,903	9.5
TOTAL	70	100.0	51,849	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	31.4	11,994	23.1
1 MONTH	1	1.4	145	.3
3 MONTHS	2	2.9	723	1.4
6 MONTHS	14	20.0	9,423	18.2
12 MONTHS	25	35.7	24,571	47.4
16 MONTHS	1	1.4	103	.2
24 MONTHS	3	4.3	4,291	8.3
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	1	1.4	452	.9
OTHER	1	1.4	147	.3
TOTAL	70	100.0	51,849	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	28.6	6,349	12.2
48 HOURS	1	1.4	300	.6
14 CALENDAR DAYS	15	21.4	27,939	53.9
15 CALENDAR DAYS	1	1.4	150	.3
20 CALENDAR DAYS	1	1.4	150	.3
21 CALENDAR DAYS	3	4.3	1,902	3.7
28 CALENDAR DAYS	1	1.4	245	.5
30 CALENDAR DAYS	1	1.4	195	.4
10 WORKING DAYS/SHIFTS	12	17.1	5,510	10.6
20 WORKING DAYS/SHIFTS	3	4.3	461	.9
2 WEEKS	5	7.1	3,058	5.9
3 WEEKS	1	1.4	410	.8
4 WEEKS	1	1.4	285	.5
12 WEEKS	1	1.4	160	.3
VARIES WITH LENGTH OF SERVICE	3	4.3	4,385	8.5
NOT SPECIFIED	1	1.4	350	.7
TOTAL	70	100.0	51,849	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	40.0	8,309	16.0
10 DAYS PAY	13	18.6	5,633	10.9
14 DAYS PAY	6	8.6	8,816	17.0
20 DAYS PAY	2	2.9	388	.7
21 DAYS PAY	2	2.9	1,002	1.9
TWO WEEKS PAY	12	17.1	22,311	43.0
THREE WEEKS PAY	2	2.9	560	1.1
VARIES WITH LENGTH OF SERVICE	4	5.7	4,545	8.8
OTHER	1	1.4	285	.5
TOTAL	70	100.0	51,849	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	52.9	33,911	65.4
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	9	12.9	5,506	10.6
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	24	34.3	12,432	24.0
TOTAL	70	100.0	51,849	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	15.7	11,144	21.5
5 CALENDAR DAYS	11	15.7	6,363	12.3
6 CALENDAR DAYS	2	2.9	599	1.2
7 CALENDAR DAYS	8	11.4	3,600	6.9
8 CALENDAR DAYS	6	8.6	10,587	20.4
10 CALENDAR DAYS	2	2.9	12,100	23.3
14 CALENDAR DAYS	2	2.9	433	.8
3 WORKING DAYS/SHIFTS	2	2.9	253	.5
5 WORKING DAYS/SHIFTS	18	25.7	5,381	10.4
7 WORKING DAYS/SHIFTS	3	4.3	595	1.1
1 WEEKS	1	1.4	220	.4
NOT SPECIFIED	4	5.7	574	1.1
TOTAL	70	100.0	51,849	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	14.3	6,168	11.9
SOLE FACTOR	2	2.9	403	.8
PRIMARY FACTOR	9	12.9	3,779	7.3
SECONDARY FACTOR	30	42.9	28,528	55.0
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	19	27.1	12,971	25.0
TOTAL	70	100.0	51,849	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	32.9	9,733	18.8
SOLE FACTOR	2	2.9	323	.6
PRIMARY FACTOR	6	8.6	2,394	4.6
SECONDARY FACTOR	22	31.4	27,057	52.2
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	17	24.3	12,342	23.8
TOTAL	70	100.0	51,849	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	18.6	5,113	9.9
SOLE FACTOR	24	34.3	18,255	35.2
PRIMARY FACTOR	23	32.9	25,421	49.0
SECONDARY FACTOR	8	11.4	2,790	5.4
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	2	2.9	270	.5
TOTAL	70	100.0	51,849	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	18	25.7	27,969	53.9
UNION REPRESENTATIVE ONLY	1	1.4	160	.3
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	46	65.7	22,062	42.6
EMPLOYEE OR UNION REPRESENTATIVE	5	7.1	1,658	3.2
TOTAL	70	100.0	51,849	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	41.4	24,132	46.5
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	33	47.1	20,789	40.1
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	5	7.1	2,878	5.6
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	3	4.3	4,050	7.8
TOTAL	70	100.0	51,849	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.9	470	.9
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	9	12.9	2,758	5.3
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	36	51.4	18,789	36.2
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	23	32.9	29,832	57.5
TOTAL	70	100.0	51,849	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.9	500	1.0
FIVE DAYS A WEEK	64	91.4	45,815	88.4
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.9	5,174	10.0
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	2	2.9	360	.7
TOTAL	70	100.0	51,849	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.9	500	1.0
6-3/4 HOURS	2	2.9	388	.7
7 HOURS	7	10.0	1,649	3.2
7-1/4 HOURS	1	1.4	250	.5
7-1/2 HOURS	8	11.4	2,033	3.9
7-3/4 HOURS	19	27.1	26,338	50.8
8 HOURS	10	14.3	2,683	5.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	19	27.1	16,910	32.6
VARIES FOR DIFFERENT SEASONS	2	2.9	1,098	2.1
TOTAL	70	100.0	51,849	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	110	.2
33-3/4 HOURS	2	2.9	388	.7
35 HOURS	9	12.9	2,149	4.1
36-1/4 HOURS	1	1.4	250	.5
37-1/2 HOURS	7	10.0	1,923	3.7
38-3/4 HOURS	19	27.1	26,338	50.8
40 HOURS	10	14.3	2,683	5.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	19	27.1	16,910	32.6
VARIES FOR DIFFERENT SEASONS	2	2.9	1,098	2.1
TOTAL	70	100.0	51,849	100.0

*For explanation see number 5 in the Definitions on page IX.

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	85.7	44,110	85.1
MEAL PERIOD PAID ON 2ND SHIFT ONLY	1	1.4	1,136	2.2
MEAL PERIOD PAID ON OVERTIME WORK	5	7.1	5,240	10.1
2ND AND 3RD SHIFTS	1	1.4	623	1.2
PROVISIONS EXIST FOR PAID MEAL PERIOD, CANNOT DETERMINE WHICH CODE APPLIES	1	1.4	220	.4
OTHER	2	2.9	520	1.0
TOTAL	70	100.0	51,849	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	36	51.4	13,852	26.7
PROVISION FOR FLEX-TIME	3	4.3	675	1.3
PROVISION FOR COMPRESSED WORK-WEEK	8	11.4	3,627	7.0
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	22	31.4	29,695	57.3
OTHER	1	1.4	4,000	7.7
TOTAL	70	100.0	51,849	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	350	.7
TIME AND ONE-HALF	8	11.4	1,965	3.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	2	2.9	971	1.9
DOUBLE TIME AFTER 3 HOURS	4	5.7	5,694	11.0
DOUBLE TIME AFTER 4 HOURS	2	2.9	250	.5
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	1.4	180	.3
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	4	5.7	3,765	7.3
1.50 TIME OFF OR PAY AT 1.50 TIME	9	12.9	3,035	5.9
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	1.4	4,000	7.7
2.00 TIME/PAY AFTER 2 HOURS	14	20.0	8,074	15.6
2.00 TIME/PAY AFTER 2 1/2 HOURS	1	1.4	100	.2
2.00 TIME/PAY AFTER 3 HOURS	9	12.9	20,552	39.6
2.00 TIME/PAY AFTER 4 HOURS	4	5.7	710	1.4
2.00 TIME/PAY AFTER 5 HOURS	1	1.4	238	.5
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	8	11.4	1,745	3.4
OTHER	1	1.4	220	.4
TOTAL	70	100.0	51,849	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	46	65.7	46,469	89.6
TIME AND ONE-HALF	6	8.6	1,545	3.0
DOUBLE TIME	1	1.4	150	.3
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	1.4	180	.3
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO				
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	123	.2
1.50 TIME OFF OR PAY AT 1.50 TIME	7	10.0	1,747	3.4
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
DOUBLE TIME AFTER 2 1/2 HOURS	1	1.4	100	.2
2.00 TIME/PAY AFTER 2 HOURS	1	1.4	250	.5
2.00 TIME/PAY AFTER 40 HOURS	1	1.4	265	.5
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	4	5.7	800	1.5
OTHER	1	1.4	220	.4
TOTAL	70	100.0	51,849	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	88.6	49,708	95.9
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 8 HOURS	1	1.4	150	.3
DOUBLE TIME	1	1.4	100	.2
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.4	1,100	2.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	3	4.3	488	.9
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	2	2.9	303	.6
TOTAL	70	100.0	51,849	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	87.1	49,154	94.8
STRAIGHT TIME	1	1.4	147	.3
DOUBLE TIME	2	2.9	250	.5
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.4	1,100	2.1
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	4	5.7	1,018	2.0
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	1.4	180	.3
TOTAL	70	100.0	51,849	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	28.6	6,290	12.1
TIME AND ONE-HALF	3	4.3	720	1.4
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 3 HOURS	3	4.3	4,558	8.8
DOUBLE TIME	1	1.4	300	.6
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 2 HOURS	4	5.7	3,765	7.3
1.50 TIME OFF OR PAY AT 1.50 TIME	12	17.1	6,856	13.2
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	1.4	4,000	7.7
2.00 TIME/PAY AFTER 2 HOURS	6	8.6	1,559	3.0
2.00 TIME/PAY AFTER 3 HOURS	4	5.7	7,400	14.3
2.00 TIME/PAY AFTER 4 HOURS	1	1.4	195	.4
2.00 TIME/PAY AFTER 7 1/4 HOURS	1	1.4	250	.5
2.00 TIME/PAY AFTER 7 3/4 HOURS	2	2.9	12,280	23.7
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	475	.9
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	10	14.3	2,981	5.7
OTHER	1	1.4	220	.4
TOTAL	70	100.0	51,849	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	25.7	5,262	10.1
TIME AND ONE-HALF	3	4.3	720	1.4
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 3 HOURS	1	1.4	4,038	7.8
DOUBLE TIME	4	5.7	1,424	2.7
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 2 HOURS	4	5.7	3,765	7.3
1.50 TIME OFF OR PAY AT 1.50 TIME	3	4.3	1,360	2.6
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	1.4	4,000	7.7
2.00 TIME/PAY AFTER 2 HOURS	5	7.1	1,272	2.5
2.00 TIME/PAY AFTER 3 HOURS	1	1.4	200	.4
2.00 TIME/PAY AFTER 4 HOURS	1	1.4	195	.4
2.00 TIME/PAY AFTER 7 3/4 HOURS	2	2.9	12,280	23.7
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	25	35.7	16,746	32.3
EQUIVALENT TIME OFF OR PAY @ DOUBLE TIME	1	1.4	367	.7
OTHER	1	1.4	220	.4
TOTAL	70	100.0	51,849	100.0

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*For explanation see number 6 in the Definitions on page IX.

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	85.7	45,407	87.6
$ 5.90 PER MEAL PAID AFTER UNSPECIFIED HOURS	3	4.3	802	1.5
$ 6.00 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	1.4	4,000	7.7
$ 7.50 PER MEAL PAID AFTER 3 HOURS OF OVERTIME	1	1.4	110	.2
$10.00 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	1.4	220	.4
MEALS FURNISHED BY EMPLOYER AFTER				
1 HOURS OF OVERTIME	1	1.4	900	1.7
2 HOURS OF OVERTIME	2	2.9	310	.6
UNSPECIFIED HOURS	1	1.4	100	.2
TOTAL	70	100.0	51,849	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	84.3	49,053	94.6
PROVISION EXISTS	11	15.7	2,796	5.4
TOTAL	70	100.0	51,849	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	52.9	13,816	26.6
AMOUNT PER HOUR				
$.20	1	1.4	220	.4
$.25	2	2.9	630	1.2
$.30	1	1.4	1,600	3.1
$.35	2	2.9	410	.8
$.50	22	31.4	34,025	65.6
$.60	1	1.4	100	.2
$.75	1	1.4	123	.2
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	1.4	285	.5
NOT SPECIFIED	1	1.4	390	.8
OTHER	1	1.4	250	.5
TOTAL	70	100.0	51,849	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	52.9	13,816	26.6
AMOUNT PER HOUR				
$.20	1	1.4	220	.4
$.25	2	2.9	630	1.2
$.35	3	4.3	2,010	3.9
$.50	22	31.4	34,025	65.6
$.60	1	1.4	100	.2
$.75	1	1.4	123	.2
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	1.4	285	.5
NOT SPECIFIED	1	1.4	390	.8
OTHER	1	1.4	250	.5
TOTAL	70	100.0	51,849	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	25.7	5,399	10.4
AMOUNT PER HOUR				
$.22	1	1.4	103	.2
$.25	1	1.4	285	.5
$.30	2	2.9	1,820	3.5
$.35	1	1.4	145	.3
$.45	4	5.7	785	1.5
$.50	2	2.9	400	.8
$.60	1	1.4	600	1.2
$.65	1	1.4	100	.2
$.74	1	1.4	250	.5
$.75	3	4.3	753	1.5
$.85	2	2.9	635	1.2
$1.00	25	35.7	38,333	73.9
FLAT AMOUNT PER SHIFT				
$ 5.00 PER SHIFT	1	1.4	100	.2
$ 7.00 PER SHIFT	2	2.9	395	.8
PER CENT OF WAGES				
4.0 PER CENT	1	1.4	108	.2
15.0 PER CENT	1	1.4	150	.3
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	2	2.9	1,098	2.1
NOT SPECIFIED	1	1.4	390	.8
TOTAL	70	100.0	51,849	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	24.3	4,851	9.4
AMOUNT PER HOUR				
	1	1.4	4,000	7.7
$.15	1	1.4	623	1.2
$.22	1	1.4	103	.2
$.25	1	1.4	285	.5
$.30	1	1.4	220	.4
$.35	2	2.9	1,745	3.4
$.45	1	1.4	265	.5
$.50	3	4.3	570	1.1
$.55	1	1.4	150	.3
$.60	1	1.4	600	1.2
$.65	1	1.4	100	.2
$.74	1	1.4	250	.5
$.75	3	4.3	753	1.5
$.85	2	2.9	635	1.2
$1.00	23	32.9	34,138	65.8
FLAT AMOUNT PER SHIFT				
$ 6.00 PER SHIFT	1	1.4	100	.2
$ 7.00 PER SHIFT	2	2.9	395	.8
FLAT AMOUNT PER MONTH				
$57.75 PER MONTH	1	1.4	100	.2
PER CENT OF WAGES				
8.0 PER CENT	1	1.4	108	.2
15.0 PER CENT	1	1.4	150	.3
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	2	2.9	1,098	2.1
8.0 HOURS PAY FOR 7.5 HOURS WORK	1	1.4	220	.4
NOT SPECIFIED	1	1.4	390	.8
TOTAL	70	100.0	51,849	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	97.1	51,349	99.0
AMOUNT PER HOUR				
$.50	1	1.4	200	.4
FLAT AMOUNT PER SHIFT				
$ 1.50 PER SHIFT	1	1.4	300	.6
TOTAL	70	100.0	51,849	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	100.0	51,849	100.0
TOTAL	70	100.0	51,849	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	95.7	49,041	94.6
AMOUNT PER HOUR				
$.30	1	1.4	900	1.7
$.50	1	1.4	345	.7
OTHER	1	1.4	1,563	3.0
TOTAL	70	100.0	51,849	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	80.0	27,700	53.4
FLAT AMOUNT PER SHIFT				
$ 2.50 PER SHIFT	1	1.4	345	.7
$ 3.00 PER SHIFT	1	1.4	180	.3
$25.00 PER SHIFT	3	4.3	747	1.4
NOT SPECIFIED	1	1.4	390	.8
OTHER	8	11.4	22,487	43.4
TOTAL	70	100.0	51,849	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	35	50.0	15,700	30.3
PROVISION EXISTS	35	50.0	36,149	69.7
TOTAL	70	100.0	51,849	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	52.9	27,043	52.2
2.0 HOURS OF WORK OR PAY	2	2.9	3,765	7.3
3.0 HOURS OF WORK OR PAY	14	20.0	14,279	27.5
4.0 HOURS OF WORK OR PAY	15	21.4	5,912	11.4
VARIES DEPENDING ON WORK OR NOT	1	1.4	550	1.1
OTHER	1	1.4	300	.6
TOTAL	70	100.0	51,849	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	14.3	1,767	3.4
MINIMUM OF 1.0 HOURS AT DOUBLE TIME	1	1.4	150	.3
MINIMUM OF 2.0 HOURS AT				
TIME AND ONE-HALF	5	7.1	4,015	7.7
DOUBLE TIME	7	10.0	5,495	10.6
MINIMUM OF 3.0 HOURS AT				
TIME AND ONE-HALF	5	7.1	1,565	3.0
TIME AND THREE-QUARTERS	1	1.4	220	.4
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	2	2.9	650	1.3
TIME AND ONE-HALF	1	1.4	300	.6
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	7	10.0	1,632	3.1
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	4	5.7	16,723	32.3
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	5	7.1	7,426	14.3
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	9	12.9	6,980	13.5
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	8	11.4	2,958	5.7
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	1	1.4	848	1.6
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	1.4	250	.5
GUARANTEE OF $ 2.50 FOR EACH CALL-BACK	1	1.4	195	.4
OTHER	2	2.9	675	1.3
TOTAL	70	100.0	51,849	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	95.7	51,489	99.3
ANNUAL WORK OR WAGE GUARANTEE	2	2.9	210	.4
OTHER	1	1.4	150	.3
TOTAL	70	100.0	51,849	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	42	60.0	32,346	62.4
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	27	38.6	19,278	37.2
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	1	1.4	225	.4
TOTAL	70	100.0	51,849	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.3	440	.8
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	11	15.7	5,930	11.4
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	55	78.6	45,214	87.2
OTHER	1	1.4	265	.5
TOTAL	70	100.0	51,849	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	18.6	4,626	8.9
1 PERIOD 15 MINUTES EACH	1	1.4	150	.3
2 PERIODS, 10 MINUTES EACH	3	4.3	495	1.0
2 PERIODS, 15 MINUTES EACH	50	71.4	45,908	88.5
2 PERIODS, 20 MINUTES EACH	1	1.4	150	.3
OTHER	2	2.9	520	1.0
TOTAL	70	100.0	51,849	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	98.6	51,749	99.8
1 PERIOD 10 MINUTES EACH	1	1.4	100	.2
TOTAL	70	100.0	51,849	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8 FULL HOLIDAYS	1	1.4	110	.2
10 FULL HOLIDAYS	10	14.3	6,483	12.5
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	1.4	245	.5
10 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	1.4	250	.5
11 FULL HOLIDAYS	31	44.3	32,642	63.0
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	3	4.3	2,140	4.1
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	1.4	200	.4
11 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	1.4	623	1.2
12 FULL HOLIDAYS	14	20.0	7,506	14.5
12 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	2	2.9	545	1.1
13 FULL HOLIDAYS	1	1.4	250	.5
14 FULL HOLIDAYS	1	1.4	475	.9
15 FULL HOLIDAYS	1	1.4	160	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	100	.2
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	1	1.4	120	.2
TOTAL	70	100.0	51,849	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	98.6	51,741	99.8
PROVISION EXISTS	1	1.4	108	.2
TOTAL	70	100.0	51,849	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	88.6	50,114	96.7
30 CALENDAR DAYS	1	1.4	250	.5
30 WORKING DAYS	3	4.3	640	1.2
60 WORKING DAYS	1	1.4	145	.3
65 WORKING DAYS	3	4.3	700	1.4
TOTAL	70	100.0	51,849	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	32.9	6,773	13.1
DAY BEFORE AND AFTER HOLIDAY	46	65.7	44,726	86.3
DURING HOLIDAY WEEK OR OTHER PERIOD	1	1.4	350	.7
TOTAL	70	100.0	51,849	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	57.1	16,561	31.9
PROVISION EXISTS	30	42.9	35,288	68.1
TOTAL	70	100.0	51,849	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	82.9	49,364	95.2
FOLLOWING MONDAY OFF WITH PAY	7	10.0	1,585	3.1
ANOTHER DAY OFF WITH PAY	2	2.9	530	1.0
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	1.4	120	.2
OTHER	2	2.9	250	.5
TOTAL	70	100.0	51,849	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	81.4	48,984	94.5
FOLLOWING MONDAY OFF WITH PAY	7	10.0	1,585	3.1
ANOTHER DAY OFF WITH PAY	3	4.3	910	1.8
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	1.4	120	.2
OTHER	2	2.9	250	.5
TOTAL	70	100.0	51,849	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	15.7	5,975	11.5
EXTRA DAYS VACATION WITH PAY	43	61.4	31,375	60.5
EXTRA DAYS PAY	1	1.4	145	.3
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	15	21.4	14,354	27.7
TOTAL	70	100.0	51,849	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	24.3	4,668	9.0
EXTRA DAY OFF WITH PAY	30	42.9	25,135	48.5
EXTRA DAY OFF OR EXTRA DAYS PAY	23	32.9	22,046	42.5
TOTAL	70	100.0	51,849	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.6	1,681	3.2
TIME AND ONE-HALF PLUS HOLIDAY PAY	2	2.9	388	.7
TIME AND THREE-QUARTERS PLUS HOLIDAY PAY	1	1.4	220	.4
DOUBLE TIME PLUS HOLIDAY PAY	6	8.6	2,141	4.1
STRAIGHT TIME PLUS ANOTHER DAY OFF WITH PAY	2	2.9	650	1.3
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	10	14.3	2,335	4.5
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	2	2.9	208	.4
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	24	34.3	33,201	64.0
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	5	7.1	825	1.6
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	1	1.4	1,100	2.1
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	4	5.7	2,630	5.1
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	2	2.9	1,430	2.8
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	3	4.3	880	1.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	4,000	7.7
NOT SPECIFIED	1	1.4	160	.3
TOTAL	70	100.0	51,849	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	15.7	7,684	14.8
SIX MONTHS BUT LESS THAN ONE YEAR	49	70.0	41,677	80.4
1 YEAR	7	10.0	1,378	2.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	4.3	1,110	2.1
TOTAL	70	100.0	51,849	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.3	555	1.1
1 YEAR	54	77.1	48,236	93.0
2 YEARS	4	5.7	583	1.1
3 YEARS	1	1.4	300	.6
4 YEARS	1	1.4	350	.7
5 YEARS	1	1.4	145	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	6	8.6	1,680	3.2
TOTAL	70	100.0	51,849	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.3	460	.9
1 YEAR	1	1.4	245	.5
2 YEARS	5	7.1	1,963	3.8
3 YEARS	7	10.0	20,427	39.4
4 YEARS	12	17.1	10,883	21.0
5 YEARS	6	8.6	1,748	3.4
6 YEARS	7	10.0	1,039	2.0
7 YEARS	3	4.3	995	1.9
8 YEARS	13	18.6	6,964	13.4
9 YEARS	3	4.3	700	1.4
10 YEARS	1	1.4	350	.7
14 YEARS	1	1.4	145	.3
17 YEARS	1	1.4	250	.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	6	8.6	1,680	3.2
OTHER	1	1.4	4,000	7.7
TOTAL	70	100.0	51,849	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.6	1,155	2.2
7 YEARS	3	4.3	533	1.0
8 YEARS	1	1.4	150	.3
10 YEARS	1	1.4	120	.2
11 YEARS	2	2.9	465	.9
12 YEARS	2	2.9	375	.7
14 YEARS	11	15.7	6,942	13.4
15 YEARS	20	28.6	28,455	54.9
16 YEARS	2	2.9	250	.5
17 YEARS	4	5.7	1,393	2.7
18 YEARS	13	18.6	6,061	11.7
19 YEARS	2	2.9	1,400	2.7
20 YEARS	2	2.9	550	1.1
OTHER	1	1.4	4,000	7.7
TOTAL	70	100.0	51,849	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	47.1	9,074	17.5
15 YEARS	2	2.9	420	.8
19 YEARS	1	1.4	238	.5
20 YEARS	2	2.9	540	1.0
24 YEARS	3	4.3	1,521	2.9
25 YEARS	26	37.1	35,336	68.2
29 YEARS	1	1.4	300	.6
30 YEARS	1	1.4	420	.8
OTHER	1	1.4	4,000	7.7
TOTAL	70	100.0	51,849	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 70 MAXIMUM PAID VACATION*

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.9	310	.6
THREE WEEKS	1	1.4	150	.3
FOUR WEEKS	3	4.3	695	1.3
FIVE WEEKS	25	35.7	8,194	15.8
FIVE AND ONE-HALF WEEKS	2	2.9	445	.9
SIX WEEKS	36	51.4	41,875	80.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	180	.3
TOTAL	70	100.0	51,849	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	90.0	49,136	94.8
PROVISION EXISTS	7	10.0	2,713	5.2
TOTAL	70	100.0	51,849	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	11.4	1,910	3.7
CASUAL ILLNESS LEAVE	14	20.0	7,448	14.4
GENERAL ILLNESS LEAVE	1	1.4	238	.5
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	45	64.3	40,937	79.0
OTHER	2	2.9	1,316	2.5
TOTAL	70	100.0	51,849	100.0

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*For explanation see number 7 in the Definitions on page IX.

**For explanation see number 8 in the Definitions on page IX.

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE *

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	52.9	15,179	29.3
42 WORKING DAYS	1	1.4	4,038	7.8
45 WORKING DAYS	2	2.9	360	.7
60 WORKING DAYS	5	7.1	3,994	7.7
65 WORKING DAYS	6	8.6	9,670	18.7
1 MONTHS	2	2.9	470	.9
3 MONTHS	9	12.9	15,898	30.7
5 MONTHS	1	1.4	380	.7
6 MONTHS	2	2.9	710	1.4
12 MONTHS	5	7.1	1,150	2.2
TOTAL	70	100.0	51,849	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	14.3	3,187	6.1
3 DAYS	1	1.4	300	.6
10 DAYS	15	21.4	5,498	10.6
12 DAYS	2	2.9	610	1.2
15 DAYS	2	2.9	253	.5
16 DAYS	1	1.4	108	.2
18 DAYS	23	32.9	32,565	62.8
20 DAYS	3	4.3	710	1.4
22 DAYS	3	4.3	1,973	3.8
24 DAYS	4	5.7	1,728	3.3
VARIES WITH LENGTH OF SERVICE	6	8.6	4,917	9.5
TOTAL	70	100.0	51,849	100.0

*For explanation see number 8 in the Definitions on page IX.

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	22.9	4,757	9.2
UNDER 60 DAYS	5	7.1	1,118	2.2
60 - 89 DAYS	8	11.4	2,196	4.2
90 - 119 DAYS	8	11.4	1,383	2.7
120 - 149 DAYS	18	25.7	30,102	58.1
150 - 179 DAYS	3	4.3	1,973	3.8
180 - 209 DAYS	7	10.0	5,521	10.6
VARIES WITH LENGTH OF SERVICE	5	7.1	4,799	9.3
TOTAL	70	100.0	51,849	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	95.7	50,437	97.3
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
25.0 PER CENT	2	2.9	1,187	2.3
50.0 PER CENT	1	1.4	225	.4
TOTAL	70	100.0	51,849	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	95.7	50,437	97.3
30 DAYS	2	2.9	1,187	2.3
60 DAYS	1	1.4	225	.4
TOTAL	70	100.0	51,849	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT**

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	98.6	51,624	99.6
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
66.6 PER CENT	1	1.4	225	.4
TOTAL	70	100.0	51,849	100.0

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*For explanation see number 8 in the Definitions on page IX.

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	98.6	51,624	99.6
80 DAYS	1	1.4	225	.4
TOTAL	70	100.0	51,849	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	98.6	51,001	98.4
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	1.4	848	1.6
TOTAL	70	100.0	51,849	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	98.6	51,001	98.4
200 DAYS	1	1.4	848	1.6
TOTAL	70	100.0	51,849	100.0

TABLE 82 INJURY PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	84.3	47,268	91.2
PROVISION EXISTS	11	15.7	4,581	8.8
TOTAL	70	100.0	51,849	100.0

*For explanation see number 8 in the Definitions on page IX.
**For explanation see number 9 in the Definitions on page IX.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	27.1	4,793	9.2
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	29	41.4	13,242	25.5
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	2	2.9	873	1.7
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	18	25.7	31,330	60.4
OTHER	2	2.9	1,611	3.1
TOTAL	70	100.0	51,849	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	37.1	10,976	21.2
2 MONTHS	1	1.4	108	.2
3 MONTHS	1	1.4	250	.5
4 MONTHS	5	7.1	2,941	5.7
5 MONTHS	1	1.4	160	.3
6 MONTHS	1	1.4	100	.2
12 MONTHS	2	2.9	425	.8
24 MONTHS	2	2.9	358	.7
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	20	28.6	32,580	62.8
NOT SPECIFIED	8	11.4	3,276	6.3
OTHER	3	4.3	675	1.3
TOTAL	70	100.0	51,849	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	24.3	5,227	10.1
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	52	74.3	46,442	89.6
NOT SPECIFIED	1	1.4	180	.3
TOTAL	70	100.0	51,849	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	200	.4
IMMEDIATE FAMILY ONLY				
3.0 DAYS	8	11.4	6,473	12.5
4.0 DAYS	4	5.7	655	1.3
5.0 DAYS	6	8.6	13,760	26.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE OR OTHER RELATIVES	1	1.4	238	.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	1.4	150	.3
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	1.4	325	.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	9	12.9	4,833	9.3
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR ADD TRAVEL TIME	1	1.4	250	.5
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.4	300	.6
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	26	37.1	17,529	33.8
3.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.4	150	.3
4.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	2.9	303	.6
5.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	4	5.7	4,960	9.6
5.0 DAYS BASIC LEAVE WITH 4.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.4	220	.4
NOT SPECIFIED	2	2.9	1,350	2.6
OTHER	1	1.4	153	.3
TOTAL	70	100.0	51,849	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	22.9	4,152	8.0
2 MONTHS	6	8.6	8,545	16.5
3 MONTHS	2	2.9	258	.5
5 MONTHS	1	1.4	380	.7
6 MONTHS	4	5.7	5,640	10.9
9 MONTHS	1	1.4	160	.3
10 MONTHS	3	4.3	740	1.4
12 MONTHS	29	41.4	19,315	37.3
OTHER	8	11.4	12,659	24.4
TOTAL	70	100.0	51,849	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.3	610	1.2
14 WEEKS	1	1.4	848	1.6
15 WEEKS	1	1.4	100	.2
18 WEEKS	2	2.9	5,287	10.2
20 WEEKS	1	1.4	135	.3
24 WEEKS	29	41.4	13,931	26.9
28 WEEKS	2	2.9	1,173	2.3
32 WEEKS	1	1.4	110	.2
36 WEEKS	21	30.0	27,845	53.7
52 WEEKS	2	2.9	345	.7
ACCORDING TO LEGISLATION	4	5.7	850	1.6
NOT SPECIFIED	3	4.3	615	1.2
TOTAL	70	100.0	51,849	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	41.4	31,097	60.0
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	34	48.6	11,591	22.4
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	3	4.3	8,188	15.8
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	3	4.3	553	1.1
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	1	1.4	420	.8
TOTAL	70	100.0	51,849	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.3	610	1.2
MATERNITY LEAVE PLAN EXISTS	67	95.7	51,239	98.8
TOTAL	70	100.0	51,849	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	57.1	33,990	65.6
PROVISION EXISTS	30	42.9	17,859	34.4
TOTAL	70	100.0	51,849	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	20.0	3,971	7.7
PROVISION EXISTS	56	80.0	47,878	92.3
TOTAL	70	100.0	51,849	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	28.6	11,863	22.9
PATERNITY	19	27.1	26,154	50.4
CITIZENSHIP	1	1.4	141	.3
FAMILY ILLNESS	4	5.7	918	1.8
PATERNITY AND CITIZENSHIP	3	4.3	690	1.3
PATERNITY AND FAMILY ILLNESS	5	7.1	1,818	3.5
MOVING AND FAMILY ILLNESS	3	4.3	689	1.3
PATERNITY, MOVING AND FAMILY ILLNESS	1	1.4	195	.4
PATERNITY,CITIZENSHIP AND FAMILY ILLNESS	1	1.4	623	1.2
PATERNITY, CITIZENSHIP AND MARRIAGE	1	1.4	300	.6
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	9	12.9	8,003	15.4
PATERNITY, MOVING, FAMILY ILLNESS AND MARRIAGE	1	1.4	100	.2
PATERNITY, MOVING, CITIZENSHIP, FAMILY ILLNESS AND MARRIAGE	1	1.4	220	.4
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	1	1.4	135	.3
TOTAL	70	100.0	51,849	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	52.9	18,198	35.1
LEAVE WITHOUT PAY	12	17.1	24,399	47.1
LEAVE WITH PARTIAL PAY	1	1.4	420	.8
LEAVE WITH FULL PAY	17	24.3	7,864	15.2
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	3	4.3	968	1.9
TOTAL	70	100.0	51,849	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	34.3	20,113	38.8
GRIEVANCE PAY ONLY	40	57.1	24,362	47.0
ARBITRATION PAY ONLY	1	1.4	350	.7
GRIEVANCE AND ARBITRATION PAY	5	7.1	7,024	13.5
TOTAL	70	100.0	51,849	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	54.3	34,908	67.3
PROVISION EXISTS	32	45.7	16,941	32.7
TOTAL	70	100.0	51,849	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	98.6	51,739	99.8
EMPLOYEE MUST BE INFORMED OF DANGEROUS WORK AND HAS THE RIGHT TO REFUSE IT	1	1.4	110	.2
TOTAL	70	100.0	51,849	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	42.9	8,955	17.3
PROVISION EXISTS	40	57.1	42,894	82.7
TOTAL	70	100.0	51,849	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	52.9	11,114	21.4
PROVISION EXISTS	33	47.1	40,735	78.6
TOTAL	70	100.0	51,849	100.0

*For explanation see number 10 in the Definitions on page IX.

**For explanation see number 11 in the Definitions on page IX.

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	42.9	16,727	32.3
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	31	44.3	22,184	42.8
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	9	12.9	12,938	25.0
TOTAL	70	100.0	51,849	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	85.7	43,266	83.4
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	1	1.4	120	.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	7	10.0	7,841	15.1
INITIAL SAFETY SHOES NO COST, MONETARY ALLOWANCE PROVIDED FOR REPLACEMENTS	1	1.4	475	.9
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	1	1.4	147	.3
TOTAL	70	100.0	51,849	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	98.6	47,849	92.3
SAFETY GLASSES SUPPLIED AT SOME COST TO EMPLOYEE	1	1.4	4,000	7.7
TOTAL	70	100.0	51,849	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	37.1	8,588	16.6
SUPPLIED AT NO COST TO EMPLOYEES	41	58.6	42,668	82.3
EMPLOYER MAKES A MONETARY ALLOWANCE	3	4.3	593	1.1
TOTAL	70	100.0	51,849	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	48.6	24,813	47.9
MAINTAINED AT NO COST TO EMPLOYEES	33	47.1	26,488	51.1
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	3	4.3	548	1.1
TOTAL	70	100.0	51,849	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	81.4	44,211	85.3
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	6	8.6	1,072	2.1
TOOLS REPLACED AT NO COST TO EMPLOYEE	3	4.3	4,723	9.1
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	3	4.3	1,368	2.6
OTHER	1	1.4	475	.9
TOTAL	70	100.0	51,849	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	85.7	48,519	93.6
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	1.4	147	.3
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	1	1.4	325	.6
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	2	2.9	360	.7
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	2	2.9	345	.7
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	2	2.9	1,880	3.6
OTHER	2	2.9	273	.5
TOTAL	70	100.0	51,849	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	84.3	43,256	83.4
PORTAL TO PORTAL PAY	1	1.4	5,000	9.6
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	8	11.4	3,270	6.3
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	2	2.9	323	.6
TOTAL	70	100.0	51,849	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	44	62.9	23,282	44.9
CENTS PER KILOMETER				
18.0 CENTS	1	1.4	120	.2
20.0 CENTS	1	1.4	100	.2
25.0 CENTS	1	1.4	150	.3
28.0 CENTS	11	15.7	12,506	24.1
VARIES WITH DISTANCE	3	4.3	670	1.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.9	1,098	2.1
OTHER	7	10.0	13,923	26.9
TOTAL	70	100.0	51,849	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	90.0	44,619	86.1
PROVISION EXISTS	7	10.0	7,230	13.9
TOTAL	70	100.0	51,849	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	100.0	51,849	100.0
TOTAL	70	100.0	51,849	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	75.7	27,752	53.5
TRAINING FOR BARGAINING UNIT EMPLOYEES	17	24.3	24,097	46.5
TOTAL	70	100.0	51,849	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	80.0	45,417	87.6
SEVERANCE PAY PLAN	12	17.1	6,185	11.9
LAY-OFF BENEFIT PLAN	2	2.9	247	.5
TOTAL	70	100.0	51,849	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	98.6	47,849	92.3
PROVISION EXISTS	1	1.4	4,000	7.7
TOTAL	70	100.0	51,849	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	98.6	51,749	99.8
PROVISION EXISTS	1	1.4	100	.2
TOTAL	70	100.0	51,849	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	78.6	40,645	78.4
PROVISION EXISTS	15	21.4	11,204	21.6
TOTAL	70	100.0	51,849	100.0

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*For explanation see number 12 in the Definitions on page IX.

**For explanation see number 13 in the Definitions on page X.

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	81.4	40,365	77.9
PROVISION EXISTS	13	18.6	11,484	22.1
TOTAL	70	100.0	51,849	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	81.4	39,523	76.2
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	4	5.7	6,526	12.6
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	2	2.9	420	.8
4 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	1.4	600	1.2
NOT SPECIFIED	6	8.6	4,780	9.2
TOTAL	70	100.0	51,849	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	90.0	47,139	90.9
PROVISION EXISTS	7	10.0	4,710	9.1
TOTAL	70	100.0	51,849	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	81.4	46,272	89.2
PROVISION EXISTS	13	18.6	5,577	10.8
TOTAL	70	100.0	51,849	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	100.0	51,849	100.0
TOTAL	70	100.0	51,849	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	90.0	41,371	79.8
PROVISION EXISTS	7	10.0	10,478	20.2
TOTAL	70	100.0	51,849	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	100.0	51,849	100.0
TOTAL	70	100.0	51,849	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	100.0	51,849	100.0
TOTAL	70	100.0	51,849	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	90.0	44,999	86.8
PROVISION EXISTS	7	10.0	6,850	13.2
TOTAL	70	100.0	51,849	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	90.0	45,521	87.8
PROVISION EXISTS	7	10.0	6,328	12.2
TOTAL	70	100.0	51,849	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	91.4	47,027	90.7
PROVISION EXISTS	6	8.6	4,822	9.3
TOTAL	70	100.0	51,849	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	100.0	51,849	100.0
TOTAL	70	100.0	51,849	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	100.0	51,849	100.0
TOTAL	70	100.0	51,849	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	47.1	25,971	50.1
FORMAL JOB EVALUATION PLAN	2	2.9	1,280	2.5
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	21	30.0	20,860	40.2
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	14	20.0	3,738	7.2
TOTAL	70	100.0	51,849	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	64.3	35,518	68.5
PROVISION EXISTS	25	35.7	16,331	31.5
TOTAL	70	100.0	51,849	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	98.6	51,749	99.8
PROVISION FOR EQUAL PAY FOR EQUAL WORK	1	1.4	100	.2
TOTAL	70	100.0	51,849	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	92.9	48,278	93.1
AUTOMATIC MONTHLY ADJUSTMENTS	1	1.4	452	.9
AUTOMATIC ANNUAL ADJUSTMENTS	1	1.4	900	1.7
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	1.4	220	.4
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	2	2.9	1,999	3.9
TOTAL	70	100.0	51,849	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	95.7	48,950	94.4
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	1.4	900	1.7
COST-OF-LIVING ADJUSTMENTS TIED TO INDEXES OTHER THAN THE C.P.I.	1	1.4	349	.7
OTHER	1	1.4	1,650	3.2
TOTAL	70	100.0	51,849	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	77.1	41,277	79.6
ATTENDANCE BONUS ONLY	3	4.3	1,600	3.1
CONTINUOUS SERVICE BONUS ONLY	13	18.6	8,972	17.3
TOTAL	70	100.0	51,849	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.6	1,330	2.6
50.0 PER CENT	15	21.4	9,223	17.8
60.0 PER CENT	1	1.4	380	.7
66.6 PER CENT	1	1.4	225	.4
75.0 PER CENT	22	31.4	33,077	63.8
80.0 PER CENT	1	1.4	150	.3
85.0 PER CENT	1	1.4	141	.3
100.0 PER CENT	19	27.1	4,657	9.0
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	1.4	250	.5
FLAT SUM PAYMENT	2	2.9	1,280	2.5
NOT SPECIFIED	1	1.4	1,136	2.2
TOTAL	70	100.0	51,849	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	18.6	7,063	13.6
DENTAL CARE PLAN ONLY	48	68.6	43,019	83.0
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	1	1.4	238	.5
DENTAL CARE PLAN AND VISION CARE PLAN	6	8.6	1,271	2.5
COMBINATION OF THREE PLANS	2	2.9	258	.5
TOTAL	70	100.0	51,849	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	81.4	45,654	88.1
PROVISION EXISTS	13	18.6	6,195	11.9
TOTAL	70	100.0	51,849	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	12.9	2,486	4.8
50.0 PER CENT	6	8.6	2,833	5.5
60.0 PER CENT	2	2.9	630	1.2
75.0 PER CENT	17	24.3	31,717	61.2
85.0 PER CENT	1	1.4	141	.3
100.0 PER CENT	27	38.6	11,912	23.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.9	600	1.2
FLAT SUM PAYMENT	1	1.4	380	.7
NOT SPECIFIED	3	4.3	427	.8
OTHER	2	2.9	723	1.4
TOTAL	70	100.0	51,849	100.0

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*For explanation see number 14 in the Definitions on page X.

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	12.9	2,486	4.8
4,000 DOLLARS	1	1.4	145	.3
5,000 DOLLARS	1	1.4	135	.3
10,000 DOLLARS	2	2.9	303	.6
13,000 DOLLARS	1	1.4	350	.7
20,000 DOLLARS	1	1.4	250	.5
25,000 DOLLARS	1	1.4	150	.3
50,000 DOLLARS	1	1.4	108	.2
VARIES WITH INCOME OR JOB CLASSIFICATION	20	28.6	24,335	46.9
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	2	2.9	1,990	3.8
NOT SPECIFIED	31	44.3	21,597	41.7
TOTAL	70	100.0	51,849	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	44.3	10,433	20.1
75.0 PER CENT	15	21.4	30,592	59.0
100.0 PER CENT	23	32.9	6,824	13.2
NOT SPECIFIED	1	1.4	4,000	7.7
TOTAL	70	100.0	51,849	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	42.9	9,333	18.0
10,000 DOLLARS	1	1.4	200	.4
25,000 DOLLARS	2	2.9	4,150	8.0
VARIES WITH INCOME OR JOB CLASSIFICATION	11	15.7	18,207	35.1
NOT SPECIFIED	23	32.9	19,014	36.7
OTHER	3	4.3	945	1.8
TOTAL	70	100.0	51,849	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	77.1	28,039	54.1
50.0 PER CENT	1	1.4	110	.2
75.0 PER CENT	9	12.9	22,390	43.2
100.0 PER CENT	5	7.1	1,210	2.3
NOT SPECIFIED	1	1.4	100	.2
TOTAL	70	100.0	51,849	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	77.1	28,039	54.1
EXPRESSED AS PERCENT OF WAGES	6	8.6	16,945	32.7
VARIES WITH INCOME OR JOB CLASSIFICATION	3	4.3	445	.9
NOT SPECIFIED	7	10.0	6,420	12.4
TOTAL	70	100.0	51,849	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	78.6	27,999	54.0
21 WEEKS	1	1.4	550	1.1
24 WEEKS	3	4.3	15,780	30.4
26 WEEKS	3	4.3	760	1.5
104 WEEKS	1	1.4	150	.3
VARIES WITH LENGTH OF SERVICE	1	1.4	390	.8
NOT SPECIFIED	6	8.6	6,220	12.0
TOTAL	70	100.0	51,849	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	34.3	7,026	13.6
PROVISION EXISTS	46	65.7	44,823	86.4
TOTAL	70	100.0	51,849	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	72.9	44,851	86.5
50.0 PER CENT	3	4.3	905	1.7
75.0 PER CENT	1	1.4	100	.2
85.0 PER CENT	1	1.4	141	.3
100.0 PER CENT	7	10.0	3,303	6.4
NOT SPECIFIED	6	8.6	2,349	4.5
OTHER	1	1.4	200	.4
TOTAL	70	100.0	51,849	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	44.3	15,257	29.4
NON-CONTRIBUTORY	2	2.9	300	.6
CONTRIBUTORY	5	7.1	15,258	29.4
NOT SPECIFIED	32	45.7	21,034	40.6
TOTAL	70	100.0	51,849	100.0

SECTION VIII

PUBLIC ADMINISTRATION

(Includes provincial government, cities, towns, villages counties and municipal districts.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1988	28	87.5	41,876	93.6
JANUARY	3	9.4	6,700	15.0
MARCH	13	40.6	25,835	57.8
AUGUST	2	6.3	338	.8
DECEMBER	10	31.3	9,003	20.1
1989	2	6.3	2,200	4.9
DECEMBER	2	6.3	2,200	4.9
1990	2	6.3	650	1.5
JANUARY	1	3.1	325	.7
MARCH	1	3.1	325	.7
TOTAL	32	100.0	44,726	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	6.3	510	1.1
CENSUS DIVISION NO. 1	1	3.1	330	.7
CENSUS DIVISION NO. 4	1	3.1	180	.4
LETHBRIDGE	1	3.1	1,000	2.2
CENSUS DIVISION NO. 2	1	3.1	1,000	2.2
CALGARY / DRUMHELLER	5	15.6	7,723	17.3
CENSUS DIVISION NO. 6	5	15.6	7,723	17.3
RED DEER / WAINWRIGHT	2	6.3	463	1.0
CENSUS DIVISION NO. 8	2	6.3	463	1.0
EDMONTON / LLOYDMIN.	8	25.0	9,105	20.4
CENSUS DIVISION NO. 11	8	25.0	9,105	20.4
PEACE RIVER	1	3.1	125	.3
CENSUS DIVISION NO. 15	1	3.1	125	.3
ATHABASCA	1	3.1	345	.8
CENSUS DIVISION NO. 12	1	3.1	345	.8
PROVINCE WIDE	12	37.5	25,455	56.9
TOTAL	32	100.0	44,726	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	6.3	510	1.1
MEDICINE HAT	1	3.1	330	.7
REMAINDER	1	3.1	180	.4
LETHBRIDGE	1	3.1	1,000	2.2
LETHBRIDGE	1	3.1	1,000	2.2
CALGARY / DRUMHELLER	5	15.6	7,723	17.3
CALGARY	5	15.6	7,723	17.3
RED DEER / WAINWRIGHT	2	6.3	463	1.0
PONOKA COUNTY NO 3	1	3.1	138	.3
RED DEER	1	3.1	325	.7
EDMONTON / LLOYDMIN.	8	25.0	9,105	20.4
EDMONTON	6	18.8	8,605	19.2
PARKLAND COUNTY NO 31	2	6.3	500	1.1
PEACE RIVER	1	3.1	125	.3
REMAINDER	1	3.1	125	.3
ATHABASCA	1	3.1	345	.8
FORT MCMURRAY	1	3.1	345	.8
PROVINCE WIDE	12	37.5	25,455	56.9
TOTAL	32	100.0	44,726	100.0

*For explanation see number 1 in the Definitions on page VIII.
**For explanation see number 2 in the Definitions on page VIII.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	15	46.9	26,340	58.9
C. U. P. E.	10	31.3	9,958	22.3
EMPLOYEES ASSOCIATION	5	15.6	6,340	14.2
FIREFIGHTERS	2	6.3	2,088	4.7
TOTAL	32	100.0	44,726	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	4	12.5	3,381	7.6
ONE YEAR	1	3.1	1,100	2.5
BETWEEN ONE AND TWO YEARS	16	50.0	30,947	69.2
TWO YEARS	2	6.3	1,465	3.3
BETWEEN TWO AND THREE YEARS	4	12.5	3,277	7.3
THREE YEARS	5	15.6	4,556	10.2
TOTAL	32	100.0	44,726	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	3	9.4	443	1.0
200 - 499 EMPLOYEES	9	28.1	2,854	6.4
500 - 999 EMPLOYEES	4	12.5	3,397	7.6
1,000 OR MORE EMPLOYEES	16	50.0	38,032	85.0
TOTAL	32	100.0	44,726	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	16	50.0	18,251	40.8
OFFICE EMPLOYEES	4	12.5	14,453	32.3
NON-OFFICE AND OFFICE EMPLOYEES	9	28.1	10,408	23.3
OFFICE AND PROFESSIONAL EMPLOYEES	2	6.3	1,234	2.8
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	1	3.1	380	.8
TOTAL	32	100.0	44,726	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.1	180	.4
UNION MEMBERSHIP	18	56.3	30,600	68.4
RACE, RELIGION, UNION MEMBERSHIP	1	3.1	300	.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	1	3.1	988	2.2
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	9	28.1	6,370	14.2
COMBINATION OF ANY PREJUDICES, INCLUDING SEXUAL PREFERANCE	1	3.1	2,788	6.2
OTHER	1	3.1	3,500	7.8
TOTAL	32	100.0	44,726	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.3	2,188	4.9
GENERAL STATEMENT OF MANAGEMENT RIGHTS	5	15.6	8,835	19.8
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	22	68.8	29,578	66.1
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	3	9.4	4,125	9.2
TOTAL	32	100.0	44,726	100.0

*For explanation see number 3 in the Definitions on page VIII.

TABLE 10 UNION MEMBERSHIP REQUIREMENTS*

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	40.6	17,086	38.2
UNION SHOP	1	3.1	345	.8
MODIFIED UNION SHOP	15	46.9	26,340	58.9
MAINTENANCE OF MEMBERSHIP	2	6.3	630	1.4
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	1	3.1	325	.7
TOTAL	32	100.0	44,726	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	29	90.6	40,605	90.8
DUES AND INITIATION FEES	1	3.1	345	.8
DUES AND ASSESSMENTS	1	3.1	988	2.2
DUES, INITIATION FEES AND ASSESSMENTS	1	3.1	2,788	6.2
TOTAL	32	100.0	44,726	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.1	325	.7
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	30	93.8	43,413	97.1
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	1	3.1	988	2.2
TOTAL	32	100.0	44,726	100.0

*For explanation see number 4 in the Definitions on page VIII.

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.1	1,140	2.5
3 MONTHS	4	12.5	6,083	13.6
4 MONTHS	1	3.1	325	.7
6 MONTHS	10	31.3	18,852	42.1
12 MONTHS	4	12.5	5,126	11.5
18 MONTHS	1	3.1	1,200	2.7
VARIES BY OCCUPATION OR CLASSIFICATION	11	34.4	12,000	26.8
TOTAL	32	100.0	44,726	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	43.8	29,107	65.1
COMPANY	3	9.4	563	1.3
DEPARTMENT	6	18.8	9,731	21.8
JOB OR OCCUPATIONAL CLASSIFICATION	3	9.4	1,645	3.7
COMBINATION OF COMPANY AND DEPARTMENT	1	3.1	330	.7
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	2	6.3	580	1.3
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	3.1	2,100	4.7
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	3.1	325	.7
NOT SPECIFIED	1	3.1	345	.8
TOTAL	32	100.0	44,726	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	12.5	3,770	8.4
3 MONTHS	1	3.1	380	.8
6 MONTHS	14	43.8	25,835	57.8
12 MONTHS	11	34.4	9,141	20.4
24 MONTHS	2	6.3	5,600	12.5
TOTAL	32	100.0	44,726	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.0	10,880	24.3
7 CALENDAR DAYS	1	3.1	2,788	6.2
14 CALENDAR DAYS	13	40.6	27,555	61.6
10 WORKING DAYS/SHIFTS	3	9.4	588	1.3
20 WORKING DAYS/SHIFTS	1	3.1	345	.8
30 WORKING DAYS/SHIFTS	3	9.4	1,705	3.8
2 WEEKS	2	6.3	685	1.5
OTHER	1	3.1	180	.4
TOTAL	32	100.0	44,726	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	68.8	37,660	84.2
7 DAYS PAY	1	3.1	2,788	6.2
10 DAYS PAY	4	12.5	2,688	6.0
20 DAYS PAY	1	3.1	345	.8
30 DAYS PAY	1	3.1	380	.8
TWO WEEKS PAY	2	6.3	685	1.5
OTHER	1	3.1	180	.4
TOTAL	32	100.0	44,726	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	40.6	11,853	26.5
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	19	59.4	32,873	73.5
TOTAL	32	100.0	44,726	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	50.0	28,963	64.8
5 CALENDAR DAYS	2	6.3	468	1.0
7 CALENDAR DAYS	3	9.4	6,600	14.8
8 CALENDAR DAYS	2	6.3	3,143	7.0
10 CALENDAR DAYS	3	9.4	1,005	2.2
14 CALENDAR DAYS	1	3.1	1,100	2.5
5 WORKING DAYS/SHIFTS	5	15.6	3,447	7.7
TOTAL	32	100.0	44,726	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	43.8	26,623	59.5
PRIMARY FACTOR	2	6.3	525	1.2
SECONDARY FACTOR	15	46.9	16,378	36.6
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	3.1	1,200	2.7
TOTAL	32	100.0	44,726	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	59.4	32,463	72.6
SOLE FACTOR	1	3.1	3,500	7.8
PRIMARY FACTOR	3	9.4	1,525	3.4
SECONDARY FACTOR	9	28.1	7,238	16.2
TOTAL	32	100.0	44,726	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.1	1,200	2.7
SOLE FACTOR	7	21.9	9,953	22.3
PRIMARY FACTOR	22	68.8	33,043	73.9
SECONDARY FACTOR	2	6.3	530	1.2
TOTAL	32	100.0	44,726	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	14	43.8	25,835	57.8
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	14	43.8	10,951	24.5
EMPLOYEE OR UNION REPRESENTATIVE	4	12.5	7,940	17.8
TOTAL	32	100.0	44,726	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	37.5	13,815	30.9
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	19	59.4	30,586	68.4
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	1	3.1	325	.7
TOTAL	32	100.0	44,726	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	9	28.1	4,956	11.1
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	23	71.9	39,770	88.9
TOTAL	32	100.0	44,726	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FOUR DAYS A WEEK	2	6.3	3,143	7.0
FIVE DAYS A WEEK	29	90.6	40,595	90.8
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	988	2.2
TOTAL	32	100.0	44,726	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7-1/4 HOURS	2	6.3	1,500	3.4
7-1/2 HOURS	2	6.3	2,832	6.3
7-3/4 HOURS	2	6.3	1,407	3.1
8 HOURS	6	18.8	8,365	18.7
9-1/2 HOURS	2	6.3	3,143	7.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	17	53.1	27,134	60.7
NOT SPECIFIED	1	3.1	345	.8
TOTAL	32	100.0	44,726	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
35 HOURS	1	3.1	2,452	5.5
36-1/4 HOURS	3	9.4	1,880	4.2
38 HOURS	2	6.3	3,143	7.0
38-3/4 HOURS	2	6.3	1,407	3.1
40 HOURS	7	21.9	8,710	19.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	17	53.1	27,134	60.7
TOTAL	32	100.0	44,726	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	62.5	32,500	72.7
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	2	6.3	1,430	3.2
MEAL PERIOD PAID ON OVERTIME WORK	5	15.6	8,707	19.5
2ND AND 3RD SHIFTS	1	3.1	125	.3
CALL-IN CALL-BACK AND OVERTIME	1	3.1	325	.7
2ND AND 3RD SHIFT AND OVERTIME	1	3.1	345	.8
OTHER	2	6.3	1,294	2.9
TOTAL	32	100.0	44,726	100.0

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*For explanation see number 5 in the Definitions on page IX.

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	31.3	10,713	24.0
PROVISION FOR FLEX-TIME	1	3.1	380	.8
PROVISION FOR COMPRESSED WORK-WEEK	5	15.6	3,020	6.8
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	15	46.9	29,625	66.2
OTHER	1	3.1	988	2.2
TOTAL	32	100.0	44,726	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	1	3.1	300	.7
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 2 HOURS	1	3.1	1,656	3.7
DOUBLE TIME	4	12.5	1,800	4.0
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	3.1	200	.4
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	13	40.6	24,048	53.8
2.00 TIME/PAY AFTER 3 HOURS	1	3.1	138	.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	8	25.0	11,348	25.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.3	1,736	3.9
OTHER	1	3.1	3,500	7.8
TOTAL	32	100.0	44,726	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	46.9	27,751	62.0
TIME AND ONE-HALF	1	3.1	300	.7
DOUBLE TIME	4	12.5	1,800	4.0
EQUIV. TIME OFF OR PAY AT STRAIGHT TIME	1	3.1	636	1.4
EQUIVALENT TIME OFF OR PAY AT 1.50 TIME	1	3.1	200	.4
1.50 TIME OFF OR PAY AT 1.50 TIME	2	6.3	4,116	9.2
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	1	3.1	180	.4
2.00 TIME/PAY AFTER 3 HOURS	1	3.1	138	.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	4	12.5	5,241	11.7
OTHER	2	6.3	4,364	9.8
TOTAL	32	100.0	44,726	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	90.6	43,963	98.3
TIME AND ONE-HALF	1	3.1	300	.7
1.50 TIME OFF OR PAY AT 1.50 TIME	1	3.1	138	.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	3.1	325	.7
TOTAL	32	100.0	44,726	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	90.6	43,963	98.3
DOUBLE TIME	1	3.1	300	.7
1.50 TIME OFF OR PAY AT 1.50 TIME	1	3.1	138	.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	3.1	325	.7
TOTAL	32	100.0	44,726	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	5,563	12.4
TIME AND ONE-HALF	1	3.1	1,656	3.7
DOUBLE TIME	4	12.5	2,555	5.7
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 7 1/4 HOURS	1	3.1	380	.8
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	12	37.5	23,668	52.9
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	5	15.6	6,768	15.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	636	1.4
OTHER	1	3.1	3,500	7.8
TOTAL	32	100.0	44,726	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	5,563	12.4
DOUBLE TIME	5	15.6	4,211	9.4
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	18	56.3	30,816	68.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	636	1.4
OTHER	1	3.1	3,500	7.8
TOTAL	32	100.0	44,726	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	93.8	43,241	96.7
$ 3.25 PER MEAL PAID AFTER 3 HOURS OF OVERTIME	1	3.1	1,140	2.5
AMOUNT NOT SPECIFIED, PAID AFTER 4 HOURS OF OVERTIME	1	3.1	345	.8
TOTAL	32	100.0	44,726	100.0

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*For explanation see number 6 in the Definitions on page IX.

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	81.3	37,318	83.4
PROVISION EXISTS	6	18.8	7,408	16.6
TOTAL	32	100.0	44,726	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	75.0	34,526	77.2
AMOUNT PER HOUR				
$.25	1	3.1	325	.7
$.40	1	3.1	125	.3
PER CENT OF WAGES				
6.0 PER CENT	1	3.1	325	.7
TIME RATE PAYMENT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	3,500	7.8
OTHER	4	12.5	5,925	13.2
TOTAL	32	100.0	44,726	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	75.0	34,526	77.2
AMOUNT PER HOUR				
$.25	1	3.1	325	.7
$.40	1	3.1	125	.3
PER CENT OF WAGES				
6.0 PER CENT	1	3.1	325	.7
TIME RATE PAYMENT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	3,500	7.8
OTHER	4	12.5	5,925	13.2
TOTAL	32	100.0	44,726	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	15.6	2,160	4.8
AMOUNT PER HOUR				
$.28	1	3.1	636	1.4
$.35	2	6.3	3,830	8.6
$.40	6	18.8	8,960	20.0
$.45	2	6.3	2,188	4.9
$.50	5	15.6	16,412	36.7
$.75	8	25.0	9,077	20.3
$1.50	1	3.1	1,000	2.2
PER CENT OF WAGES				
6.0 PER CENT	1	3.1	325	.7
9.0 PER CENT	1	3.1	138	.3
TOTAL	32	100.0	44,726	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	15.6	3,848	8.6
AMOUNT PER HOUR				
$.15	1	3.1	1,100	2.5
$.31	1	3.1	636	1.4
$.35	2	6.3	3,830	8.6
$.40	4	12.5	5,032	11.3
$.45	3	9.4	3,328	7.4
$.50	4	12.5	16,067	35.9
$.75	9	28.1	9,422	21.1
$1.50	1	3.1	1,000	2.2
PER CENT OF WAGES				
6.0 PER CENT	1	3.1	325	.7
9.0 PER CENT	1	3.1	138	.3
TOTAL	32	100.0	44,726	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	96.9	44,371	99.2
AMOUNT PER HOUR				
$.30	1	3.1	355	.8
TOTAL	32	100.0	44,726	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	53.1	14,119	31.6
AMOUNT PER HOUR				
$.40	2	6.3	3,830	8.6
$1.30	1	3.1	1,000	2.2
FLAT AMOUNT PER SHIFT				
$ 5.90 PER SHIFT	11	34.4	23,677	52.9
OTHER	1	3.1	2,100	4.7
TOTAL	32	100.0	44,726	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	56.3	14,873	33.3
AMOUNT PER HOUR				
$.40	1	3.1	3,500	7.8
$.50	1	3.1	1,756	3.9
FLAT AMOUNT PER SHIFT				
$ 5.90 PER SHIFT	1	3.1	1,714	3.8
NOT SPECIFIED	1	3.1	1,200	2.7
OTHER	10	31.3	21,683	48.5
TOTAL	32	100.0	44,726	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	90.6	40,048	89.5
AMOUNT PER HOUR				
$.40	1	3.1	2,100	4.7
FLAT AMOUNT PER SHIFT				
$ 8.50 PER SHIFT	1	3.1	864	1.9
$25.00 PER SHIFT	1	3.1	1,714	3.8
TOTAL	32	100.0	44,726	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	28.1	9,753	21.8
PROVISION EXISTS	23	71.9	34,973	78.2
TOTAL	32	100.0	44,726	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	28.1	11,315	25.3
2.0 HOURS OF WORK OR PAY	1	3.1	325	.7
3.0 HOURS OF WORK OR PAY	15	46.9	26,098	58.4
4.0 HOURS OF WORK OR PAY	3	9.4	770	1.7
VARIES DEPENDING ON WORK OR NOT	4	12.5	6,218	13.9
TOTAL	32	100.0	44,726	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.1	200	.4
MINIMUM OF 2.0 HOURS AT DOUBLE TIME	11	34.4	15,083	33.7
MINIMUM OF 2.5 HOURS AT DOUBLE TIME	1	3.1	1,140	2.5
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	3.1	1,656	3.7
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	3.1	1,200	2.7
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	15	46.9	25,009	55.9
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	1	3.1	138	.3
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	3.1	300	.7
TOTAL	32	100.0	44,726	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	44,726	100.0
TOTAL	32	100.0	44,726	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	87.5	42,918	96.0
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	3	9.4	808	1.8
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	1	3.1	1,000	2.2
TOTAL	32	100.0	44,726	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.3	455	1.0
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	4	12.5	4,956	11.1
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	25	78.1	37,215	83.2
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	1	3.1	2,100	4.7
TOTAL	32	100.0	44,726	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	12.5	6,788	15.2
2 PERIODS, 10 MINUTES EACH	2	6.3	625	1.4
2 PERIODS, 15 MINUTES EACH	23	71.9	31,718	70.9
2 PERIODS, 20 MINUTES EACH	2	6.3	3,143	7.0
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	1	3.1	2,452	5.5
TOTAL	32	100.0	44,726	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	93.8	42,281	94.5
1 PERIOD 5 MINUTES EACH	1	3.1	345	.8
2 PERIODS, 10 MINUTES EACH	1	3.1	2,100	4.7
TOTAL	32	100.0	44,726	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
10 FULL HOLIDAYS	2	6.3	3,100	6.9
10 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	1	3.1	125	.3
11 FULL HOLIDAYS	6	18.8	3,338	7.5
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	7	21.9	11,720	26.2
12 FULL HOLIDAYS	14	43.8	25,462	56.9
13 FULL HOLIDAYS	1	3.1	345	.8
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	1	3.1	636	1.4
TOTAL	32	100.0	44,726	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	96.9	44,090	98.6
PROVISION EXISTS	1	3.1	636	1.4
TOTAL	32	100.0	44,726	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	75.0	36,866	82.4
30 CALENDAR DAYS	5	15.6	6,860	15.3
30 WORKING DAYS	2	6.3	655	1.5
1 MONTH	1	3.1	345	.8
TOTAL	32	100.0	44,726	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	56.3	29,320	65.6
DAY BEFORE AND AFTER HOLIDAY	13	40.6	14,406	32.2
DAY BEFORE OR AFTER HOLIDAY	1	3.1	1,000	2.2
TOTAL	32	100.0	44,726	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	90.6	41,268	92.3
PROVISION EXISTS	3	9.4	3,458	7.7
TOTAL	32	100.0	44,726	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	84.4	38,756	86.7
PRECEDING FRIDAY OFF WITH PAY	1	3.1	330	.7
FOLLOWING MONDAY OFF WITH PAY	2	6.3	2,200	4.9
ANOTHER DAY OFF WITH PAY	2	6.3	3,440	7.7
TOTAL	32	100.0	44,726	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	84.4	38,756	86.7
FOLLOWING MONDAY OFF WITH PAY	3	9.4	2,530	5.7
ANOTHER DAY OFF WITH PAY	2	6.3	3,440	7.7
TOTAL	32	100.0	44,726	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	12.5	5,752	12.9
EXTRA DAYS VACATION WITH PAY	22	68.8	29,033	64.9
EXTRA DAYS PAY	2	6.3	2,188	4.9
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	4	12.5	7,753	17.3
TOTAL	32	100.0	44,726	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	15.6	7,245	16.2
EXTRA DAY OFF WITH PAY	19	59.4	30,108	67.3
EXTRA DAYS PAY	3	9.4	1,710	3.8
EXTRA DAY OFF OR EXTRA DAYS PAY	5	15.6	5,663	12.7
TOTAL	32	100.0	44,726	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DOUBLE TIME PLUS HOLIDAY PAY	8	25.0	7,770	17.4
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	1	3.1	988	2.2
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	2	6.3	705	1.6
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	1	3.1	138	.3
STRAIGHT TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	3.1	125	.3
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	3.1	180	.4
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	12	37.5	25,455	56.9
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	3	9.4	4,440	9.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	325	.7
OTHER	2	6.3	4,600	10.3
TOTAL	32	100.0	44,726	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	15.6	8,118	18.2
SIX MONTHS BUT LESS THAN ONE YEAR	18	56.3	27,354	61.2
1 YEAR	6	18.8	4,690	10.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.3	3,424	7.7
OTHER	1	3.1	1,140	2.5
TOTAL	32	100.0	44,726	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.1	2,100	4.7
1 YEAR	21	65.6	32,524	72.7
2 YEARS	6	18.8	7,078	15.8
3 YEARS	2	6.3	1,400	3.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.3	1,624	3.6
TOTAL	32	100.0	44,726	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.1	2,100	4.7
5 YEARS	1	3.1	345	.8
7 YEARS	3	9.4	1,455	3.3
8 YEARS	20	62.5	35,107	78.5
9 YEARS	3	9.4	3,328	7.4
10 YEARS	3	9.4	1,755	3.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	636	1.4
TOTAL	32	100.0	44,726	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	9.4	2,600	5.8
10 YEARS	1	3.1	345	.8
14 YEARS	1	3.1	330	.7
15 YEARS	1	3.1	138	.3
17 YEARS	1	3.1	125	.3
18 YEARS	18	56.3	31,669	70.8
19 YEARS	2	6.3	2,188	4.9
20 YEARS	4	12.5	6,695	15.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	636	1.4
TOTAL	32	100.0	44,726	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	59.4	28,567	63.9
15 YEARS	1	3.1	345	.8
23 YEARS	1	3.1	330	.7
24 YEARS	2	6.3	3,825	8.6
25 YEARS	6	18.8	8,923	20.0
26 YEARS	1	3.1	1,100	2.5
29 YEARS	1	3.1	1,000	2.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	636	1.4
TOTAL	32	100.0	44,726	100.0

TABLE 70 MAXIMUM PAID VACATION*

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.1	2,100	4.7
FOUR WEEKS	2	6.3	500	1.1
FIVE WEEKS	16	50.0	25,967	58.1
SIX WEEKS	10	31.3	13,395	29.9
SEVEN WEEKS	2	6.3	2,128	4.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	636	1.4
TOTAL	32	100.0	44,726	100.0

*For explanation see number 7 in the Definitions on page IX.

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	90.6	43,545	97.4
PROVISION EXISTS	3	9.4	1,181	2.6
TOTAL	32	100.0	44,726	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)*

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.0	13,171	29.4
CASUAL ILLNESS LEAVE	3	9.4	2,777	6.2
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	21	65.6	28,778	64.3
TOTAL	32	100.0	44,726	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE*

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	56.3	18,601	41.6
1 MONTHS	13	40.6	25,800	57.7
4 MONTHS	1	3.1	325	.7
TOTAL	32	100.0	44,726	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE*

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	31.3	16,623	37.2
5 DAYS	1	3.1	380	.8
10 DAYS	13	40.6	25,780	57.6
12 DAYS	1	3.1	180	.4
18 DAYS	4	12.5	1,100	2.5
20 DAYS	1	3.1	138	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.3	525	1.2
TOTAL	32	100.0	44,726	100.0

*For explanation see number 8 in the Definitions on page IX.

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	31.3	16,623	37.2
60 - 89 DAYS	4	12.5	1,210	2.7
90 - 119 DAYS	13	40.6	25,755	57.6
120 - 149 DAYS	3	9.4	608	1.4
180 - 209 DAYS	1	3.1	330	.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.1	200	.4
TOTAL	32	100.0	44,726	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	44,726	100.0
TOTAL	32	100.0	44,726	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	44,726	100.0
TOTAL	32	100.0	44,726	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	96.9	44,426	99.3
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 25.0 PER CENT	1	3.1	300	.7
TOTAL	32	100.0	44,726	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	96.9	44,426	99.3
23 DAYS	1	3.1	300	.7
TOTAL	32	100.0	44,726	100.0

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*For explanation see number 8 in the Definitions on page IX.

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	44,726	100.0
TOTAL	32	100.0	44,726	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	44,726	100.0
TOTAL	32	100.0	44,726	100.0

TABLE 82 INJURY PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	59.4	16,819	37.6
PROVISION EXISTS	13	40.6	27,907	62.4
TOTAL	32	100.0	44,726	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	40.6	11,104	24.8
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	18	56.3	32,622	72.9
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	1	3.1	1,000	2.2
TOTAL	32	100.0	44,726	100.0

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*For explanation see number 8 in the Definitions on page IX.

**For explanation see number 9 in the Definitions on page IX.

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	37.5	10,966	24.5
3 MONTHS	1	3.1	380	.8
4 MONTHS	12	37.5	25,455	56.9
24 MONTHS	1	3.1	330	.7
25 MONTHS	1	3.1	180	.4
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	2	6.3	3,638	8.1
NOT SPECIFIED	2	6.3	3,452	7.7
OTHER	1	3.1	325	.7
TOTAL	32	100.0	44,726	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	9.4	4,400	9.8
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	27	84.4	37,472	83.8
NOT SPECIFIED	1	3.1	1,140	2.5
OTHER	1	3.1	1,714	3.8
TOTAL	32	100.0	44,726	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	9.4	4,340	9.7
IMMEDIATE FAMILY ONLY				
3.0 DAYS	1	3.1	200	.4
4.0 DAYS	2	6.3	3,440	7.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.1	330	.7
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.1	355	.8
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.1	380	.8
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	3.1	1,200	2.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	3.1	3,500	7.8
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	19	59.4	27,848	62.3
4.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.1	345	.8
NOT SPECIFIED	1	3.1	2,788	6.2
TOTAL	32	100.0	44,726	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	28.1	6,421	14.4
3 MONTHS	2	6.3	4,700	10.5
6 MONTHS	4	12.5	5,920	13.2
12 MONTHS	17	53.1	27,685	61.9
TOTAL	32	100.0	44,726	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	15.6	5,628	12.6
24 WEEKS	24	75.0	37,760	84.4
36 WEEKS	1	3.1	200	.4
40 WEEKS	1	3.1	1,000	2.2
NOT SPECIFIED	1	3.1	138	.3
TOTAL	32	100.0	44,726	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	71.9	33,493	74.9
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	9	28.1	11,233	25.1
TOTAL	32	100.0	44,726	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	6,133	13.7
MATERNITY LEAVE PLAN EXISTS	25	78.1	38,593	86.3
TOTAL	32	100.0	44,726	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	71.9	33,085	74.0
PROVISION EXISTS	9	28.1	11,641	26.0
TOTAL	32	100.0	44,726	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	18.8	5,868	13.1
PROVISION EXISTS	26	81.3	38,858	86.9
TOTAL	32	100.0	44,726	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	18.8	5,995	13.4
PATERNITY	5	15.6	7,583	17.0
CITIZENSHIP	1	3.1	3,500	7.8
FAMILY ILLNESS	2	6.3	438	1.0
PATERNITY AND FAMILY ILLNESS	1	3.1	345	.8
FAMILY ILLNESS AND MARRIAGE	1	3.1	200	.4
PATERNITY, MOVING AND CITIZENSHIP	1	3.1	180	.4
PATERNITY, MOVING AND FAMILY ILLNESS	2	6.3	705	1.6
PATERNITY,CITIZENSHIP AND FAMILY ILLNESS	1	3.1	325	.7
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	12	37.5	25,455	56.9
TOTAL	32	100.0	44,726	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	43.8	11,971	26.8
LEAVE WITHOUT PAY	11	34.4	24,819	55.5
LEAVE WITH PARTIAL PAY	1	3.1	636	1.4
LEAVE WITH FULL PAY	5	15.6	6,920	15.5
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	3.1	380	.8
TOTAL	32	100.0	44,726	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.0	10,310	23.1
GRIEVANCE PAY ONLY	20	62.5	33,398	74.7
GRIEVANCE AND ARBITRATION PAY	4	12.5	1,018	2.3
TOTAL	32	100.0	44,726	100.0

*For explanation see number 10 in the Definitions on page IX.

TABLE 96 NEGOTIATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	68.8	38,288	85.6
PROVISION EXISTS	10	31.3	6,438	14.4
TOTAL	32	100.0	44,726	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	96.9	44,401	99.3
EMPLOYEE HAS RIGHT TO REFUSE DANGEROUS WORK	1	3.1	325	.7
TOTAL	32	100.0	44,726	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	34.4	10,251	22.9
PROVISION EXISTS	21	65.6	34,475	77.1
TOTAL	32	100.0	44,726	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	50.0	15,149	33.9
PROVISION EXISTS	16	50.0	29,577	66.1
TOTAL	32	100.0	44,726	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.0	8,578	19.2
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	23	71.9	33,696	75.3
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	1	3.1	2,452	5.5
TOTAL	32	100.0	44,726	100.0

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*For explanation see number 11 in the Definitions on page IX.

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	59.4	24,290	54.3
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	2	6.3	2,088	4.7
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	11	34.4	18,348	41.0
TOTAL	32	100.0	44,726	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	44,726	100.0
TOTAL	32	100.0	44,726	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	31.3	9,169	20.5
SUPPLIED AT NO COST TO EMPLOYEES	21	65.6	35,202	78.7
EMPLOYER MAKES A MONETARY ALLOWANCE	1	3.1	355	.8
TOTAL	32	100.0	44,726	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	53.1	26,903	60.2
MAINTAINED AT NO COST TO EMPLOYEES	10	31.3	11,681	26.1
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	5	15.6	6,142	13.7
TOTAL	32	100.0	44,726	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	71.9	35,807	80.1
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	1	3.1	345	.8
TOOLS REPLACED AT NO COST TO EMPLOYEE	2	6.3	1,936	4.3
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	6	18.8	6,638	14.8
TOTAL	32	100.0	44,726	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	46.9	17,918	40.1
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	3.1	180	.4
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	13	40.6	25,593	57.2
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	1	3.1	325	.7
OTHER	2	6.3	710	1.6
TOTAL	32	100.0	44,726	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	81.3	38,083	85.1
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	4	12.5	4,293	9.6
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	1	3.1	636	1.4
OTHER	1	3.1	1,714	3.8
TOTAL	32	100.0	44,726	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	87.5	41,771	93.4
OTHER	4	12.5	2,955	6.6
TOTAL	32	100.0	44,726	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	81.3	37,868	84.7
PROVISION EXISTS	6	18.8	6,858	15.3
TOTAL	32	100.0	44,726	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	96.9	42,626	95.3
ONE TO TWO	1	3.1	2,100	4.7
TOTAL	32	100.0	44,726	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	65.6	32,057	71.7
TRAINING FOR BARGAINING UNIT EMPLOYEES	11	34.4	12,669	28.3
TOTAL	32	100.0	44,726	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	87.5	41,053	91.8
SEVERANCE PAY PLAN	3	9.4	885	2.0
SEVERANCE PAY AND LAY-OFF BENEFIT PLANS	1	3.1	2,788	6.2
TOTAL	32	100.0	44,726	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	44,726	100.0
TOTAL	32	100.0	44,726	100.0

*For explanation see number 12 in the Definitions on page IX.
**For explanation see number 13 in the Definitions on page X.

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	93.8	40,126	89.7
PROVISION EXISTS	2	6.3	4,600	10.3
TOTAL	32	100.0	44,726	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	84.4	42,788	95.7
PROVISION EXISTS	5	15.6	1,938	4.3
TOTAL	32	100.0	44,726	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	84.4	38,318	85.7
PROVISION EXISTS	5	15.6	6,408	14.3
TOTAL	32	100.0	44,726	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	78.1	35,361	79.1
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	3.1	325	.7
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	3.1	345	.8
NOT SPECIFIED	5	15.6	8,695	19.4
TOTAL	32	100.0	44,726	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	87.5	38,786	86.7
PROVISION EXISTS	4	12.5	5,940	13.3
TOTAL	32	100.0	44,726	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	81.3	34,286	76.7
PROVISION EXISTS	6	18.8	10,440	23.3
TOTAL	32	100.0	44,726	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	44,726	100.0
TOTAL	32	100.0	44,726	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	93.8	39,486	88.3
PROVISION EXISTS	2	6.3	5,240	11.7
TOTAL	32	100.0	44,726	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	44,726	100.0
TOTAL	32	100.0	44,726	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	44,726	100.0
TOTAL	32	100.0	44,726	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	87.5	40,888	91.4
PROVISION EXISTS	4	12.5	3,838	8.6
TOTAL	32	100.0	44,726	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	93.8	44,021	98.4
PROVISION EXISTS	2	6.3	705	1.6
TOTAL	32	100.0	44,726	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	87.5	40,888	91.4
PROVISION EXISTS	4	12.5	3,838	8.6
TOTAL	32	100.0	44,726	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	96.9	44,381	99.2
PROVISION EXISTS	1	3.1	345	.8
TOTAL	32	100.0	44,726	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	100.0	44,726	100.0
TOTAL	32	100.0	44,726	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.0	7,734	17.3
FORMAL JOB EVALUATION PLAN	4	12.5	4,122	9.2
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	19	59.4	32,545	72.8
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	1	3.1	325	.7
TOTAL	32	100.0	44,726	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	43.8	12,813	28.6
PROVISION EXISTS	18	56.3	31,913	71.4
TOTAL	32	100.0	44,726	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	87.5	40,283	90.1
PROVISION FOR EQUAL PAY FOR EQUAL WORK	3	9.4	1,655	3.7
PROVISION FOR EQUAL PAY FOR WORK OF EQUAL VALUE	1	3.1	2,788	6.2
TOTAL	32	100.0	44,726	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	81.3	36,813	82.3
AUTOMATIC MONTHLY ADJUSTMENTS	1	3.1	1,000	2.2
AUTOMATIC ANNUAL ADJUSTMENTS	2	6.3	5,240	11.7
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	3.1	330	.7
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	1	3.1	988	2.2
OTHER	1	3.1	355	.8
TOTAL	32	100.0	44,726	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	81.3	36,813	82.3
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	3.1	988	2.2
COST-OF-LIVING ADJUSTMENTS TIED TO INDEXES OTHER THAN THE C.P.I.	2	6.3	5,240	11.7
OTHER	3	9.4	1,685	3.8
TOTAL	32	100.0	44,726	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	65.6	24,418	54.6
ATTENDANCE BONUS ONLY	1	3.1	300	.7
CONTINUOUS SERVICE BONUS ONLY	10	31.3	20,008	44.7
TOTAL	32	100.0	44,726	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	10,923	24.4
33.3 PER CENT	1	3.1	300	.7
50.0 PER CENT	17	53.1	31,040	69.4
70.0 PER CENT	2	6.3	675	1.5
75.0 PER CENT	1	3.1	125	.3
100.0 PER CENT	3	9.4	1,463	3.3
FLAT SUM PAYMENT	1	3.1	200	.4
TOTAL	32	100.0	44,726	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.0	11,223	25.1
DENTAL CARE PLAN ONLY	22	68.8	29,673	66.3
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	1	3.1	3,500	7.8
COMBINATION OF THREE PLANS	1	3.1	330	.7
TOTAL	32	100.0	44,726	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	87.5	39,708	88.8
PROVISION EXISTS	4	12.5	5,018	11.2
TOTAL	32	100.0	44,726	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	8,771	19.6
50.0 PER CENT	2	6.3	4,700	10.5
60.0 PER CENT	1	3.1	1,000	2.2
63.0 PER CENT	1	3.1	380	.8
66.6 PER CENT	14	43.8	25,960	58.0
70.0 PER CENT	1	3.1	345	.8
75.0 PER CENT	1	3.1	125	.3
80.0 PER CENT	1	3.1	200	.4
100.0 PER CENT	3	9.4	793	1.8
NOT SPECIFIED	1	3.1	2,452	5.5
TOTAL	32	100.0	44,726	100.0

*For explanation see number 14 in the Definitions on page X.

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	21.9	8,771	19.6
25,000 DOLLARS	1	3.1	325	.7
VARIES WITH INCOME OR JOB CLASSIFICATION	17	53.1	30,990	69.3
VARIES WITH LENGTH OF SERVICE	1	3.1	1,200	2.7
NOT SPECIFIED	6	18.8	3,440	7.7
TOTAL	32	100.0	44,726	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	37.5	14,733	32.9
66.6 PER CENT	14	43.8	25,960	58.0
75.0 PER CENT	1	3.1	125	.3
80.0 PER CENT	1	3.1	200	.4
100.0 PER CENT	1	3.1	380	.8
NOT SPECIFIED	3	9.4	3,328	7.4
TOTAL	32	100.0	44,726	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	37.5	14,733	32.9
VARIES WITH INCOME OR JOB CLASSIFICATION	16	50.0	28,288	63.2
VARIES WITH LENGTH OF SERVICE	1	3.1	1,200	2.7
NOT SPECIFIED	3	9.4	505	1.1
TOTAL	32	100.0	44,726	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	84.4	36,229	81.0
70.0 PER CENT	1	3.1	345	.8
75.0 PER CENT	2	6.3	4,700	10.5
100.0 PER CENT	1	3.1	1,000	2.2
NOT SPECIFIED	1	3.1	2,452	5.5
TOTAL	32	100.0	44,726	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	84.4	36,229	81.0
EXPRESSED AS PERCENT OF WAGES	1	3.1	1,000	2.2
VARIES WITH INCOME OR JOB CLASSIFICATION	1	3.1	1,200	2.7
VARIES WITH SEX OR WITH SEX AND INCOME	1	3.1	3,500	7.8
NOT SPECIFIED	2	6.3	2,797	6.3
TOTAL	32	100.0	44,726	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	84.4	36,229	81.0
26 WEEKS	1	3.1	1,000	2.2
104 WEEKS	1	3.1	1,200	2.7
VARIES WITH LENGTH OF SERVICE	1	3.1	3,500	7.8
NOT SPECIFIED	2	6.3	2,797	6.3
TOTAL	32	100.0	44,726	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	25.0	9,308	20.8
PROVISION EXISTS	24	75.0	35,418	79.2
TOTAL	32	100.0	44,726	100.0

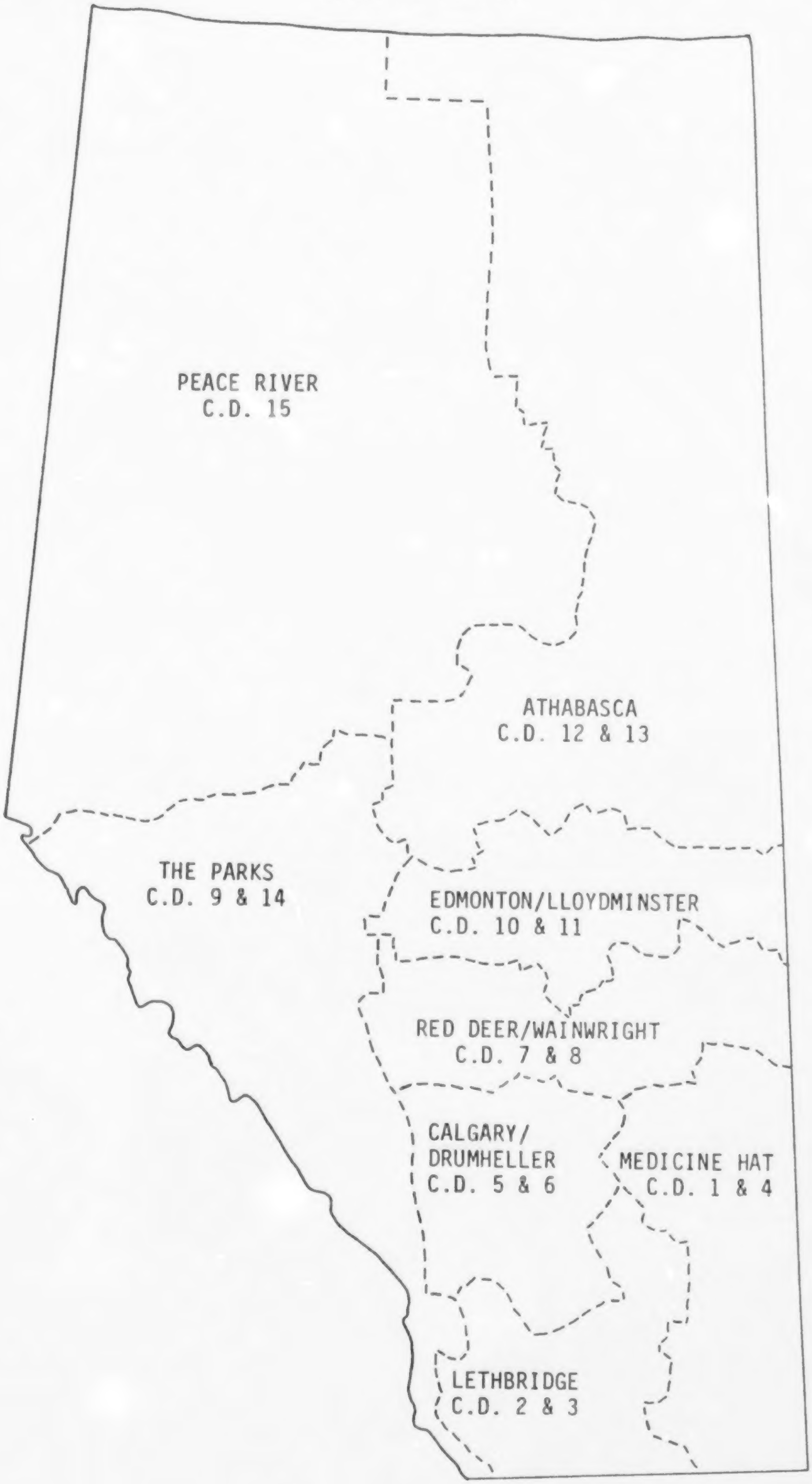
TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	34.4	12,670	28.3
50.0 PER CENT	2	6.3	705	1.6
75.0 PER CENT	1	3.1	125	.3
80.0 PER CENT	2	6.3	500	1.1
100.0 PER CENT	12	37.5	25,455	56.9
NOT SPECIFIED	4	12.5	5,271	11.8
TOTAL	32	100.0	44,726	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	59.4	32,033	71.6
NON-CONTRIBUTORY	1	3.1	988	2.2
CONTRIBUTORY	3	9.4	2,665	6.0
NOT SPECIFIED	9	28.1	9,040	20.2
TOTAL	32	100.0	44,726	100.0

ECONOMIC REGIONS


PEACE RIVER
C.D. 15
ATHABASCA
C.D. 12 & 13
THE PARKS
C.D. 9 & 14
EDMONTON/LLOYDMINSTER
C.D. 10 & 11
RED DEER/WAINWRIGHT
C.D. 7 & 8
CALGARY/
DRUMHELLER
C.D. 5 & 6
MEDICINE HAT
C.D. 1 & 4
LETHBRIDGE
C.D. 2 & 3

APPENDIX II

List of Collective Agreements Included in the Report by Industry

MINING

ANTHES EQUIPMENT LTD-SUNCOR & SYNCRUDE	EDMONTON	MULTI-UNION
CARDINAL RIVER COALS LTD	LUSCAR	MINE WORKERS
GREGG RIVER RESOURCES LTD	GREGG RIVER	OPERATING ENGINEERS
LUSCAR STERCO (1977) LTD	COAL VALLEY & EDSON	OPERATING ENGINEERS
MANALTA COAL LTD	WABAMUN AND SUNDANCE	C.L.C. DIRECTLY CHARTERED
SHELL CANADA LIMITED WATERTON GAS PLANT	PINCHER CREEK	ENERGY & CHEMICAL WORKERS
SMOKY RIVER COAL LTD	GRANDE CACHE	STEELWORKERS
SUNCOR INC. RESOURCES GP(OIL SANDS DIV)	FORT MCMURRAY	ENERGY & CHEMICAL WORKERS
TARSANDS OVERBURDEN CONTRACTORS ASSOC.	EDMONTON	OPERATING ENGINEERS

MANUFACTURING

ALBERTA SUGAR COMPANY	TABER	C.L.C. DIRECTLY CHARTERED
ALPHA MILK COMPANY FLUID MILK DIV	INTER-CITY	TEAMSTERS
ATCO COMPANIES	CALGARY	CARPENTERS
BANISTER PIPELINES	EDMONTON	OPERATING ENGINEERS
BARBER INDUSTRIES	CALGARY	BOILERMAKERS
BRITISH COLUMBIA FOREST PRO (SAWMILL)	GRANDE CACHE	IWA CANADA
BUILDING PRODUCTS OF CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
BURNS MEATS-DIV OF BURNS FOODS LTD	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
C E NATCO LTD	CALGARY	BOILERMAKERS
CALGARY HERALD	CALGARY	GRAPHIC COMMUNICATIONS
CANADA PACKERS	RED DEER	UNITED FOOD & COMM. WORKERS
CANADA PACKERS	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
CANADA PACKERS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA PACKERS POULTRY	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADIAN FOREST PRODUCTS LTD	HIGH LEVEL	IWA CANADA
CANBRA FOODS LTD	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
CARLING O'KEEFE BREWERIES OF CANADA LTD	CALGARY	RETAIL WHOLESALE UNION
CDN FOREST PRODUCTS (G.P. LUMBER)	GRANDE PRAIRIE	NORTH CDN FOREST EMPL ASSOC
CDN FOREST PRODUCTS (G.P. PLYWOOD)	GRANDE PRAIRIE	IWA CANADA
CELANESE CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
CENTENNIAL PACKERS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CESSCO FABRICATORS & ENGINEERING DIV	EDMONTON	BOILERMAKERS
CHAMPION FOREST PRODUCTS (ALBERTA) LTD	HINTON	IWA CANADA
CHAMPION FOREST PRODUCTS (ALBERTA) LTD.	HINTON	CANADIAN PAPERWORKERS
CIL INC	EDMONTON	ENERGY & CHEMICAL WORKERS
COCA-COLA LTD	EDMONTON	RETAIL WHOLESALE UNION
COMINCO LTD	CALGARY	MULTI-UNION
CONSOLIDATED CONCRETE LIMITED	CALGARY	TEAMSTERS
DOMGLAS INC.	REDCLIFF	GLASSWORKERS
DVORKIN MEAT PACKERS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
FIBERGLAS CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
FLETCHER'S FINE FOODS LTD	RED DEER	UNITED FOOD & COMM. WORKERS
GAINERS LIMITED (RED MEAT)	EDMONTON	UNITED FOOD & COMM. WORKERS
GENSTAR CEMENT LTD	EDMONTON & CADOMIN	BOILERMAKERS
GOODYEAR CANADA INC	MEDICINE HAT	RUBBER WORKERS
GREAT NORTHERN APPAREL INC	EDMONTON	GARMENT WORKERS
I-XL INDUSTRIES LTD	MEDICINE HAT RED CLIFF	GLASSWORKERS

MANUFACTURING

IKO INDUSTRIES LIMITED	CALGARY	ENERGY & CHEMICAL WORKERS
INTERPROVINCIAL STEEL & PIPE CORP	RED DEER	IRON WORKERS
IPSCO INC	CALGARY	STEELWORKERS
IPSCO LTD	EDMONTON	STEELWORKERS
KAWNEER CO CANADA LTD	LETHBRIDGE	IRON WORKERS
LABATT'S ALBERTA BREWERY	EDMONTON	RETAIL WHOLESALE UNION
LAFARGE CANADA INC.	EXSHAW	BOILERMAKERS
LILYDALE CO-OPERATIVE LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
LILYDALE CO-OPERATIVE LIMITED	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
LUCERNE FOODS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
MCCOY BROS LTD	EDMONTON	MCCOY BROS EMPL ASSOC
MCGAVIN TOASTMASTER LIMITED	EDMONTON	BAKERY WORKERS
MONTAGNE MEATS-DIV ALTA BEEF PROCESS	CALGARY	MONTAGNE MEATS EMPLOYEE ASSOCI
NORTHERN ALTA DAIRY POOL (COUNTRY BR)	PROVINCE-WIDE	ALTA BRWD DAIRY EMPLOYEES
NORTHERN ALTA DAIRY POOL (EDM)	EDMONTON	ALTA BRWD DAIRY EMPLOYEES
NORTHERN STEEL GROUP LTD PARTNERSHIP	EDMONTON	IRON WORKERS
NORTHWEST INDUSTRIES LIMITED	EDMONTON	MACHINISTS
OLD DUTCH FOODS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
PALM DAIRIES LTD	INTERCITY	TEAMSTERS
PALM DAIRIES LTD	EDMONTON	TEAMSTERS
PELICAN SPRUCE MILLS LTD	EDSON	PELICAN SPRUCE MILLS EMPLOYEE
PETRO-CANADA PRODUCTS COMPANY	EDMONTON	ENERGY & CHEMICAL WORKERS
PINECREST FOODS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
PRUDENTIAL STEEL & CARDINAL TUBE CTNGS	CALGARY	STEELWORKERS
REGENT HOME SYSTEMS INC	LETHBRIDGE	IWA CANADA
SHERRITT GORDON MINES LTD	FORT SASKATCHEWAN	ENERGY & CHEMICAL WORKERS
SICKS' LETHBRIDGE BREWERY LIMITED	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
STELCO INC EDMONTON STEEL WORKS	EDMONTON	STEELWORKERS
TRAVELAIRE TRAILER CANADA LTD	RED DEER	IWA CANADA
WELDWOOD (ALBERTA WAFERWELD DIVISION)	SLAVE LAKE	IWA CANADA
WESTERN CANADA STEEL CALGARY DIVISION	CALGARY	STEELWORKERS
WESTERN CO-OPERATIVE FERTILIZERS LTD	CALGARY	ENERGY & CHEMICAL WORKERS
WHITE STAG/PARKER SPORTSWEAR	EDMONTON	LADIES' GARMENT WORKERS
XL BEEF-DIV ALBERTA BEEF PROCESSORS	CALGARY	XL BEEF EMPL ASSOC

CONSTRUCTION

ALBERTA CRANE OWNERS ASSOCIATION	PROVINCE-WIDE	OPERATING ENGINEERS
ALBERTA ROADBUILDERS ASSOCIATION	PROVINCE-WIDE	OPERATING ENGINEERS
ASSOCIATED-KELLOGG LTD	EDMONTON & MILDRED LAKE	MULTI-UNION
CATALYTIC MAINTENANCE-DOW CHEMICAL	FORT SASKATCHEWAN	MULTI-UNION
CATALYTIC MAINTENANCE-SHELL SCOTFORD	FORT SASKATCHEWAN	MULTI-UNION
CATALYTIC MAINTENANCE-SUNCOR INC.	TAR ISLAND	MULTI-UNION
CATALYTIC MAINTENANCE-SYNCRUDE	MILDRED LAKE	MULTI-UNION
CDN AUTOM SPRINKLER ASSOC	PROV WIDE	PLUMBERS
CLR-BRICKLAYERS TRADE DIV	PROVINCE-WIDE	BRICKLAYERS
CLR-IRONWORKERS (REINFORCING) TRADE DV	PROVINCE-WIDE	IRON WORKERS
CLR-IRONWORKERS (STRUCTURAL) TRADE DIV	PROVINCE-WIDE	IRON WORKERS
CLR-MECHANICAL TRADE DIV	EDMONTON	PLUMBERS
CLR-MECHANICAL TRADE DIVISION	CALGARY	PLUMBERS
CLR-OPERATING ENGINEERS TRADE DIV	PROVINCE-WIDE	OPERATING ENGINEERS
GENESEE CONTRACTORS ASSOC	WABAMUN	MULTI-UNION
MAINTENANCE AGREEMENT - S. ALTA	INTER-CITY	CARPENTERS
PIPELINE CONTRACTORS ASSN-MAINLINE	PROVINCE-WIDE	LABOURERS
PIPELINE CONTRACTORS ASSN-MAINLINE	PROVINCE-WIDE	PLUMBERS
PIPELINE CONTRACTORS ASSN-MAINLINE	PROVINCE-WIDE	TEAMSTERS
SIDEWALK&CURBS CONTRACTORS MASTER	CALGARY	LABOURERS
SPARROW ELECTRIC CO LTD	INTERCITY	SPARROW ELECT EMPL ASSOC
SPARTAN (OLDMAN RIVER DAM PROJECT)	PINCHER CREEK	MINE WORKERS
TILE TERRAZZO MARBLE ASSOC S ALBERTA	INTERCITY	BRICKLAYERS

TRANSPORTATION, COMMUNICATION AND UTILITIES

ACCESS ALBERTA	PROVINCE WIDE	ELECTRICAL WORKERS
AGT-CLERICAL	PROVINCE-WIDE	ELECTRICAL WORKERS
AGT-CRAFT & SERVICE	PROVINCE-WIDE	ELECTRICAL WORKERS
AGT-TRAFFIC	PROVINCE-WIDE	ELECTRICAL WORKERS
ALBERTA POWER LIMITED	PROVINCE-WIDE	ALTA POWER EMPL ASSOC
CALGARY, THE CITY OF	CALGARY	AMALGAMATED TRANSIT
CALGARY, THE CITY OF (AMBULANCE)	CALGARY	AMBULANCE PERSONNEL ASSOC
CALGARY,THE CITY OF	CALGARY	ELECTRICAL WORKERS
CANADIAN WESTERN NATURAL GAS COLTDPLANT	CALGARY & LETHBRIDGE	NATURAL GAS EMPL WELF ASSOC
CANADIAN WESTERN NATURAL GASCOLTDOFFICE	CALGARY & LETHBRIDGE	NATURAL GAS EMPL WELF ASSOC
EDMONTON AMBULANCE AUTHORITY	EDMONTON	C. U. P. E.
EDMONTON,THE CITY OF (POWER UNIT)	EDMONTON	ELECTRICAL WORKERS
EDMONTON,THE CITY OF (TRANSIT)	EDMONTON	AMALGAMATED TRANSIT
EDMONTON,THE CITY OF (TELEPHONES)	EDMONTON	ELECTRICAL WORKERS
GREY GOOSE BUS LINES (ALBERTA) LTD	CALGARY	RAILWAY WORKERS
GRIMSHAW TRUCKING & DISTRIBUTING LTD	EDMONTON	TEAMSTERS
ICG UTILITIES (ALBERTA) LTD	PROVINCE-WIDE	ENERGY & CHEMICAL WORKERS
LETHBRIDGE WATER TREATMENT PLANT	LETHBRIDGE	OPERATING ENGINEERS
MACDONALD'S CONSOLIDATED LTD	CALGARY	TEAMSTERS
MACDONALDS CONSOLIDATED	EDMONTON	UNITED FOOD & COMM. WORKERS
NORTHWESTERN UTILITIES LIMITED (OFFICE)	PROVINCE-WIDE	NATURAL GAS EMPL BEN ASSOC
NORTHWESTERN UTILITIES LIMITED (PLANT)	PROVINCE-WIDE	NATURAL GAS EMPL BEN ASSOC
TEAMSTER MASTER AGREEMENT	EDMONTON	TEAMSTERS
TRANSALTA UTILITIES CORP	PROVINCE-WIDE	TRANSALTA EMPL ASSOC
TRANSALTA UTILITIES CORP	WABAMUN & SEBA BEACH	ELECTRICAL WORKERS
TRI-LINE EXPRESSWAYS (CENTRAL DISPATCH)	CALGARY EDMONTON	TEAMSTERS
WARDAIR CANADA INC	ALBERTA	CDN AUTO WORKERS

TRADE

ALBERTA BREWERS AGENTS LIMITED	EDMONTON	RETAIL WHOLESALE UNION
ALBERTA BREWERS AGENTS LTD	INTERCITY	RETAIL WHOLESALE UNION
ALBERTA LIQUOR CONTROL BOARD	PROVINCE-WIDE	A. U. P. E.
BOOTS DRUG STORES (WESTERN) LTD	INTERCITY	UNITED FOOD & COMM. WORKERS
CALGARY CO-OP ASSOC LTD	CALGARY	CALCO CLUB
CANADA SAFEWAY & FOOD FOR LESS	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY & FOOD FOR LESS	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	MEDICINE HAT	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY-NORTHERN ALBERTA	INTER CITY	UNITED FOOD & COMM. WORKERS
EDMONTON CO-OPERATIVE ASSOCIATION LTD	EDMONTON	UNITED FOOD & COMM. WORKERS
EDMONTON MOTORS LIMITED	EDMONTON	EDM MOTORS LTD EMPL ASSOC
FEDERATED CO-OPERATIVE LTD	CALGARY	TEAMSTERS
FOOD FOR LESS	EDMONTON	UNITED FOOD & COMM. WORKERS
FOOD FOR LESS	CALGARY	UNITED FOOD & COMM. WORKERS
HOME HARDWARE LTD	EDMONTON	HOME HARDWARE CO. EMP. ASSOC
HORNE & PITFIELD FOODS LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
HORNE & PITFIELD FOODS LTD-OFFICE	INTERCITY	H AND P EMPL ASSOC
ICG PROPANE	INTERCITY	TEAMSTERS
MEDICINE HAT CO-OP LIMITED	MEDICINE HAT	UNITED FOOD & COMM. WORKERS
R ANGUS ALBERTA LIMITED	PROVINCE-WIDE	HEAVY EQUIPMENT TRADES
SUPERSTORE	EDMONTON	UNITED FOOD & COMM. WORKERS
WESTERN GROCERS DIV OF WESTFAIR FOODS	EDMONTON	TEAMSTERS

SERVICE

ALBERTA CANCER BOARD	INTERCITY	A. U. P. E.
ALBERTA FOOD & HOUSING CONTRACTORS	PROVINCE WIDE	HOTEL & RESTAURANT EMPL
ALBERTA HOSPITAL (EDM)	EDMONTON	A. U. P. E.
ALBERTA HOSPITAL (EDM) (AUX NURS)	EDMONTON	A. U. P. E.
ALBERTA HOSPITAL (EDM) (SS)	EDMONTON	A. U. P. E.
ALBERTA HOSPITAL ASSN PARAMEDIC TECH	PROVINCE-WIDE	HEALTH SCIENCE ASSOCIATION
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	AARNA
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	UNITED NURSES OF ALBERTA
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	C. U. P. E.
ALBERTA RESEARCH COUNCIL	EDMONTON	A. U. P. E.
ATHABASCA UNIVERSITY (SUPPORT STAFF)	ATHABASCA	A. U. P. E.
CALGARY GENERAL HOSPITAL BOARD	CALGARY	C. U. P. E.
CALGARY LOCAL BOARD OF HEALTH	CALGARY	STAFF NURSES CALG HEALTH BRD
CALGARY LOCAL BOARD OF HEALTH	CALGARY	C. U. P. E.
CALGARY PUBLIC LIBRARY BOARD	CALGARY	C. U. P. E.
CALGARY RC SEPARATE SCHOOL DISTRICT # 1	CALGARY	C. U. P. E.
CALGARY SCHOOL DISTRICT NO 19	CALGARY	C. U. P. E.
CARA OPERATIONS (AIRLINE SERVICE DIV)	CALGARY	TEAMSTERS
CENTRAL PARK LODGES OF CANADA	EDMONTON	C. U. P. E.
CP HOTELS LTD-HOTEL PALLISER(MAIN GROUP	CALGARY	RAILWAY WORKERS
EDMONTON GENERAL HOSPITAL	EDMONTON	HOSPITAL EMPLOYEES UNION
EDMONTON LOCAL BOARD OF HEALTH	EDMONTON	CIVIC SERVICE UNION
EDMONTON LOCAL BOARD OF HEALTH	EDMONTON	STAFF NURSES EDM HEALTH BRD
EDMONTON PUBLIC LIBRARY BOARD	EDMONTON	CIVIC SERVICE UNION
EDMONTON RCSSD NO 7	EDMONTON	SCH SUPP STAFF EDM RCSSD #7
EDMONTON RCSSD NO 7	EDMONTON	C. U. P. E.
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	SCH SUPP STAFF EDM PSD #7
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	C. U. P. E.
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	C. U. P. E.
EXTENDICARE	LETHBRIDGE & FORT MCLEOD	C. U. P. E.
EXTENDICARE HEALTH SERVICES INC (CVNH)	CALGARY	C. U. P. E.
FOOTHILLS PROVINCIAL GENERAL HOSPITAL	CALGARY	A. U. P. E.
FOOTHILLS SD #38	HIGH RIVER	DRIVERS ASSN FOOTHILLS SD #38
FORT MCMURRAY SCHOOL DISTRICT NO 2833	FORT MCMURRAY	C. U. P. E.
GLENBOW-ALBERTA INSTITUTE	CALGARY	C. U. P. E.
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	AARNA
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	A. U. P. E.

GRANDE PRAIRIE REGIONAL COLLEGE (SS)	GRANDE PRAIRIE	G.P. REG. COLL. EMPL ASSOC
GRANDE PRAIRIE SCHOOL DISTRICT NO 2357	GRANDE PRAIRIE	SCH SUPP STAFF GP SD #2357
GRANT MACEWAN COMMUNITY COLLEGE	EDMONTON	GRANT MACEWAN NON-ACADEMIC
HEALTH UNIT ASSOCIATION OF ALBERTA (7)	INTER-CITY	UNITED NURSES OF ALBERTA
HIGH RIVER HOSPITAL & NH DISTRICT #11	HIGH RIVER	HIGH RIVER GH & NH SUPP STAFF
JASPER PARK LODGE	JASPER	RAILWAY WORKERS
KEYANO COLLEGE (SUPPORT STAFF)	FORT MCMURRAY	C. U. P. E.
LAKELAND COLLEGE (SUPPORT STAFF)	VERMILLION	A. U. P. E.
LETHBRIDGE SCHOOL DISTRICT NO 51	LETHBRIDGE	C. U. P. E.
MEDICINE HAT COLLEGE (SUPPORT STAFF)	MEDICINE HAT	A. U. P. E.
MEDICINE HAT SCHOOL DISTRICT NO 76	MEDICINE HAT	C. U. P. E.
MENTAL HEALTH HOSP PONOKA-AIDES/SUP SF	PONOKA	A. U. P. E.
MENTAL HEALTH HOSPITAL BOARD PONOKA	PONOKA	A. U. P. E.
METRO-EDMONTON HOSPITAL (CAMSELL)	EDMONTON	HOSPITAL EMPLOYEES UNION
MOUNT ROYAL COLLEGE (SUPPORT STAFF)	CALGARY	MT ROYAL COLL SUPP STAFF
NAIT (SUPPORT STAFF)	EDMONTON	A. U. P. E.
NB COOK (CHINOOKBRENTWOODSOUTHWOOD NH)	CALGARY	C. U. P. E.
NON-DESTRUCTIVE TESTING COMPANIES	PROVINCE WIDE	MULTI-UNION
ROYAL ALEXANDRA HOSPITAL	EDMONTON	HOSPITAL EMPLOYEES UNION
ROYAL ALEXANDRA HOSPITAL	EDMONTON	A. U. P. E.
ROYAL ALEXANDRA HOSPITAL,THE	EDMONTON	UNITED NURSES OF ALBERTA
SAIT (SUPPORT STAFF)	CALGARY	A. U. P. E.
SERPATHCO SERV(CAL MED LABS PARA TECH)	CALGARY	HEALTH SCIENCE ASSOCIATION
ST ALBERT PROTESTANT SSD NO 6	ST ALBERT	C. U. P. E.
UNIVERSITY OF ALBERTA HOSPITAL	EDMONTON	A. U. P. E.
UNIVERSITY OF ALBERTA (SUPPORT STAFF)	EDMONTON	U OF A NON ACAD STAFF ASSOC
UNIVERSITY OF ALBERTA HOSPITAL	EDMONTON	AARNA
UNIVERSITY OF ALBERTA STUDENTS' UNION	EDMONTON	C. U. P. E.
UNIVERSITY OF CALGARY (SUPPORT STAFF)	CALGARY	A. U. P. E.
UNIVERSITY OF LETHBRIDGE (SUPP STAFF)	LETHBRIDGE	A. U. P. E.
VS SERVICES LTD	RED DEER	A. U. P. E.
VS SERVICES LTD (MASTER)	INTERCITY	C. U. P. E.
YELLOWHEAD SCHOOL DIVISION NO 12	EDSON	C. U. P. E.

PUBLIC ADMINISTRATION

ALBERTA MORTGAGE & HOUSING CORP	EDMONTON	A. U. P. E.
ALTA ALCOHOL & DRUG ABUSE COMMISSION	EDMONTON	A. U. P. E.
ALTA GOVT-ADMIN & PROGRAM SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-ADMIN & SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-CORRECTIONAL & REGULATORY	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-EDUCATIONAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-GENERAL & FIELD SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-HEALTH & THERAPY	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-INSTITUTIONAL&PATIENT SER	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-MEDICAL & REHABILITATION	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-NATURAL RESOURCES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-SOCIAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-TECHNICAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-TRADES & RELATED SERVICES	PROVINCE-WIDE	A. U. P. E.
CALGARY THE CITY OF	CALGARY	POLICE ASSOC, CALGARY
CALGARY, THE CITY OF	CALGARY	C. U. P. E.
CALGARY, THE CITY OF	CALGARY	C. U. P. E.
CALGARY,THE CITY OF	CALGARY	FIREFIGHTERS
CALGARY,THE CITY OF	CALGARY	C. U. P. E.
EDMONTON, THE CITY OF	EDMONTON	POLICE ASSOC, EDMONTON
EDMONTON, THE CITY OF	EDMONTON	FIREFIGHTERS
EDMONTON, THE CITY OF	EDMONTON	C. U. P. E.
EDMONTON,THE CITY OF	EDMONTON	CIVIC SERVICE UNION
FORT MCMURRAY CITY	FORT MCMURRAY	C. U. P. E.
GRANDE PRAIRIE,THE CITY OF	GRANDE PRAIRIE	C. U. P. E.
LETHBRIDGE CITY OF (INSIDE/OUTSIDE)	LETHBRIDGE	C. U. P. E.
MEDICINE HAT,THE CITY OF	MEDICINE HAT	C. U. P. E.
PARKLAND NO 31 - PUBLIC WORKS	PARKLAND COUNTY	PARKLAND CNTY EMPL ASSOC
PARKLAND NO 31-SUPPORT STAFF	PARKLAND COUNTY	PARKLAND CNTY SUPP STAFF ASSOC
PONOKA COUNTY #3 (SCHOOL & ADMIN)	PONOKA	C. U. P. E.
RED DEER, THE CITY OF	RED DEER	C. U. P. E.
SPECIAL AREAS BOARD	HANNA	A. U. P. E.